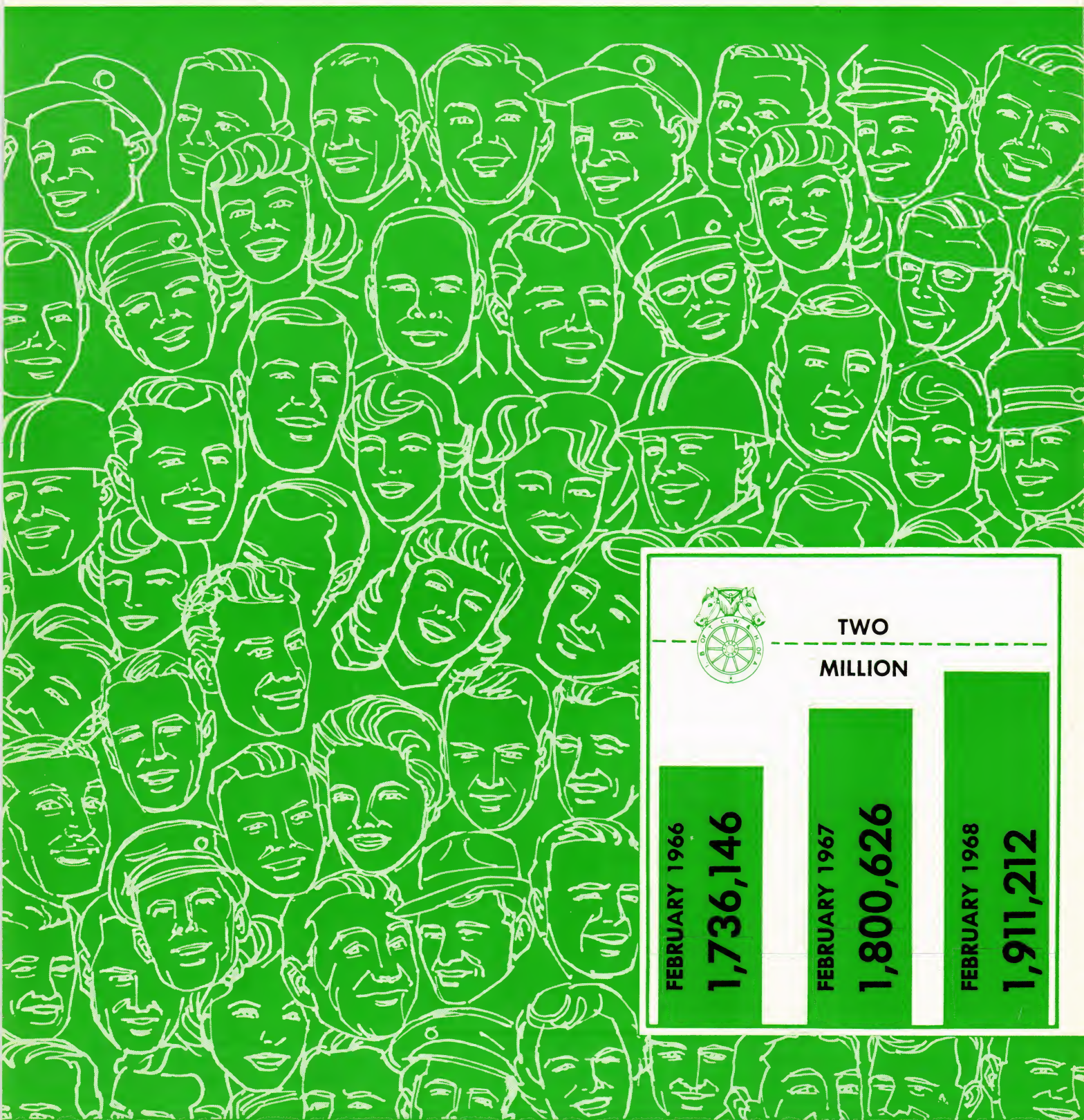


# THE INTERNATIONAL *Teamster*

DEDICATED TO SERVICE

APRIL, 1968



TWO  
MILLION

FEBRUARY 1966

1,736,146

FEBRUARY 1967

1,800,626

FEBRUARY 1968

1,911,212

**Teamster Membership Hits All-Time High... SEE PAGE 4**





## LABOR'S PLACE IN HISTORY

THERE ARE NO legislative guarantees for organized labor in the practice and procedure of collective bargaining.

This is true even though in 1935 the Congress declared that the United States labor policy shall be to encourage and protect the right of workers to freely associate and organize and to designate representatives of their own choosing for the purpose of negotiating terms and conditions of their employment.

One would think that by 1968 this law of the land would be understood and accepted in every State. Not so, unfortunately. We still have the "right-to-work" fraud. There are other violations of this concept, also.

There was the case, for example, of a Labor Bill of Rights section being considered by Maryland's first Constitutional Convention in 100 years that convened last December. As proposed, the Bill of Rights section would simply have guaranteed that all workers in Maryland, including State and local government employees, could organize for purposes of collective bargaining with their employers.

This proposal, of course, was in line with the national policy of 38 years' duration. That was perhaps why the convention delegates initially voted to approve the section by a nearly 70 per cent majority. The vote was 83 to 37.

One would think that such a landslide vote would end the matter and that the Labor Bill of Rights would be recommended as part of the new Maryland constitution.

In the hard-fisted jungle of politics, however, it just did not work that way. As Leo DaLesio, legislative representative of Teamster Joint Council 62 in Maryland, put it:

"The furor that was created by this vote for a Labor Bill of Rights reverberated in anti-union forces throughout the length and breadth of Maryland. Big business flooded the convention halls at Annapolis with lobbyists, button-holing and pressuring delegates to change their vote."

Thereafter, reported DaLesio sadly, in the next 3 weeks there were 42 shifts in the voting on the labor issue. This happened when the Chambers of Commerce of the larger Maryland cities got their members to flood delegates with telegrams and phone calls, vehemently urging them to knock the Labor Bill of Rights section out of the new constitution.

The most blatant, ruthless pressures were applied by the biggest, most furtive business barons in the state. The result was that in the weeks following the original 83-37 approval of the labor proposal, the most bitter debate raged through the screening of 3 more convention votes on the issue.

Straw boogymen of striking firemen, policemen, state, city, and county employees were thrown at the delegates in addition to every dirty parliamentary trick imaginable. In succession there were votes of 60 to 60, then 67 to 67, and finally 69 to 69. Since under convention rules, a deadlock vote had the same effect as a negative vote, the Labor Bill of Rights section, on the final tie tally, was tossed to the junk heap.

So organized labor lost in Maryland.

"Let this defeat be a lesson to all workers," commented DaLesio afterward. "When the Labor section was passed favorably, big business rallied, rolled up its sleeves and went to work on the delegates to turn the vote around. So let all of us remember that every man and woman's vote does count, and must be exercised to elect officials who are friendly to the needs of the working man and woman."

The Maryland case is proof anew that organized labor cannot count on any legislative guarantees. To put one foot in front of another is not enough; Labor must take aim with enthusiasm and run in a straight line at its targets in the political arena.



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# THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

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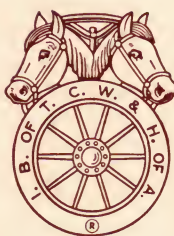
Volume No. 65, No. 4

April, 1968

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## A SPECIAL REPORT: On Page 20

**Boom Has Passed  
American Worker  
Senator Says**



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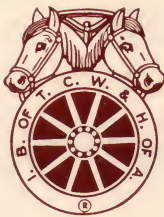
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**From  
The**



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**FIELD**

## **Cleveland Joint Council Plans Retirees' Apartments**

Teamster Joint Council 41 in Cleveland, Ohio, has announced plans for construction of a 228-unit apartment building for senior citizens.

International Vice President William Presser, president of the joint council, said application for a \$3,030,000 federal loan for construction of the 12-story building through Teamsters Housing, Inc., a non-profit corporation organized by the council, has been filed with the Housing and Urban Development Department. The federal agency, under the National Housing Act, can grant 50-year loans at small interest for such projects.

Presser said the first floor of the structure would contain a community center, dining area, lounge, library, game room and other facilities.

Persons 62 years of age or older will be eligible for residency.

## **Pittsburgh Officer On United Fund**

William H. Tappe, secretary-treasurer of Teamster Local 485 in Pittsburgh, Pa., recently was elected an annual member of the United Fund of Allegheny County in Pennsylvania.

Tappe, who is also recording secretary of Teamster Joint Council 40, has served in the past on the board of directors of the Community Chest.

## **Long-Time Teamster Dies in California**

Conrad L. Hansen, a Teamsters Union member for 4 decades and long-time secretary-treasurer of Local 912 in Watsonville, Calif., died recently at the age of 66.

Prior to affiliating with Local 912, Hansen had been a business agent for Teamster Local 287 in San Jose, Calif.

## **Teamster Elected Prexy Of College Students**

Roy F. Bietz, a member of Teamster Local 665 in San Francisco, Calif., recently was elected president of the Associated Students of City College of San Francisco for the 1968 spring semester.

Besides being a working Teamster, Bietz—at the age of 26—is older than the average junior college student.

## **NYC Officer Retires After 34 Years on Job**

The entire executive board of Teamster Local 812 of New York City, as well as staff workers and friends of the local union, honored Morris B. Wallock, retiring secretary-treasurer, with a luncheon recently.

Wallock served as the local union's chief financial officer for 34 uninterrupted years. Dave Levinger, Local 812 president who worked with Wallock since the inception of the union, commented:

"We are overwhelmed with gratitude to Morris Wallock for his many years of faithful service to this local union and to the whole labor movement. No one could have worked harder, no one could have worked more effectively. His dedication to all of us has been complete and unqualified..."

## **Local Plans Eye Exams For Members and Wives**

Teamster Local 807 of New York City is making arrangements to offer complete eye examinations to members and their wives at the Metropolitan Diagnostic Institute in Brooklyn.

The examination, according to Joseph F. Mangan, president of Local 807, will be free and underwritten by the union's welfare fund.

The exams will be made by an ophthalmologist qualified to search especially for numerous conditions that affect the eyes and may lead to blindness. The three main causes of blindness are glaucoma, diabetes and cataracts.

## **Pittsburgh City Council Has Teamster Member**

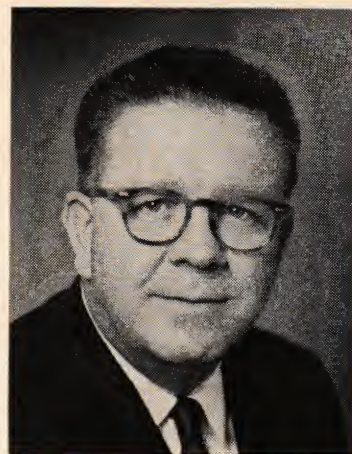
Thomas L. Fagan, president of Teamster Local 249 in Pittsburgh, Pa., for the past 20 years, recently was appointed a member of the Pittsburgh city council to serve out the unexpired term of his father, P. T. Fagan, former mine union leader, who retired recently at the age of 74.

Fagan served as a delegate to the Pennsylvania State Constitutional Convention earlier this year. He also is a member of the board of trustees of Community College of Allegheny County, Pa., and a member of the Pittsburgh Better Traffic Committee.

Besides his local union presidency, Fagan serves as a trustee on the Teamsters and Motor Carriers pension fund and health and welfare fund.



## Message of the General Vice President



# **— Catching Up on a Public Debt —**

IN ONE'S personal life, there comes a time when one must pay his debts. If he does not, he finds himself in trouble with his creditors.

Much the same thing can be said of society in general, which for too long has enjoyed extended credit in terms of substandard wages and conditions from public service employees.

The only difference is that society has been able to put off paying decent wages and extending decent conditions to public service employees by legislating "no strike" laws or by constitutional provisions or city ordinances.

Now, as events across the country prove, the 'note' has come due and public service employees are demanding payment.

Passed by as the rest of the nation's workers have gained a measure of affluence, public employees are taking measures to collect. Too long have they been isolated from the mainstream of American affluence.

No longer are they content to depend upon political whim and no longer are they content to sacrifice their well being to budget cuts and economy moves.

This category of public service employees includes teachers, sanitation workers, equipment operators, general service employees, police and firemen, hospital employees, and others who have been taken for granted.

Only by taking to the streets with picket signs have they been able to make the public take notice of its overdue debt. The general public is isolated from the teachers except when "Junior" misbehaves in school and the parents are called in.

The sanitation worker removes the trash and garbage in the wee hours of the morning before the affluent public goes to work. The public sees

the fireman or policeman only in times of disaster. The plight of the lowly-paid hospital attendant comes to light for only those unfortunate public members who need hospital care.

However, hidden from the public these public servants may have been, the facts of life are that when they check out at the supermarket, or pay the monthly rent, or purchase the necessities of life, they find that the cost is the same to them as it is to the affluent members of society.

In a few instances these public service employees have been given a spark of hope when state legislatures—such as in Michigan—have given them the right to organize and bargain collectively, even if a 'no strike' clause was a part of the bargain.

But regardless of the circumstances, these public service employees are now demanding their fair share for the vital services which they perform. They are no longer inhibited by such slogans as "dedicated servants" and "what about the students" or "state or national emergencies."

To the general public they now present the challenge to pay up or the services will no longer be offered.

We in the International Brotherhood of Teamsters support their cause, just as we have supported all other American workers in their effort to obtain their share of America's prosperity. That is why we are organizing them, accepting them as members, and representing them vigorously as we represent all other members.

A handwritten signature in cursive script, reading "Frank E. Hoffmann".



## STATE OF THE UNION

### Historic Breakthrough

# IBT February Membership-1,911,212

AN HISTORIC breakthrough in membership was scored by the International Brotherhood of Teamsters when February, 1968, per capita payments hit an all-time high of 1,911,212.

The breakthrough was especially significant since traditionally the International Union has reached peak membership each year in November when all seasonal workers are active members of their unions.

Last November, the International Union registered an all-time high of 1,875,903 members. The February, 1968, figure bests the November record by 35,309.

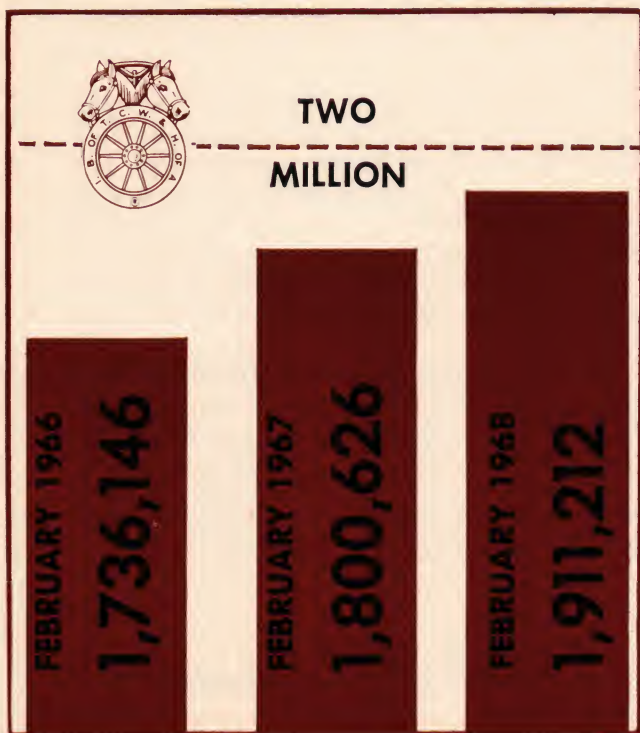
Per capita figures for February 1968, were up 110,586 over February, 1967, when membership stood at 1,800,626, and increased 175,066, over February 1966, when membership stood at 1,736,146.

Announcement of the record membership was made jointly by Teamster General Vice President Frank E. Fitzsimmons and General Secretary-Treasurer John F. English.

Commenting on the breakthrough, Fitzsimmons said:

"Naturally, we are extremely proud of the record set in February, 1968. It represents a lot of hard work by our representatives in the local unions across the nation. But of equal significance is the fact that it tells us that workers of the nation are convinced that their wages, hours and working conditions are secure when backed up by a union card in their pockets. It tells us that despite all of the anti-union publicity, all of the agitators and outsiders who would destroy our union, workers are not buying the anti-union line.

"We accept the challenge presented by this confidence in the International Brotherhood of Teamsters with the pledge that our every effort will be directed to justifying the faith placed in us by the nation's working men and women," Fitzsimmons declared.





**Work-A-Day Sessions**

# Southern Conference Workshop Examines Members' Problems

DELEGATES to a Southern Conference of Teamsters workshop last month in Marco Island, Florida, turned their attention to the work-a-day problems of membership representation, with sessions on organizing, policing contracts, processing grievances, politics, and the legal ramifications of servicing the membership.

Southern Conference Director and International Union Vice President Murray W. Miller directed the conference.

Southern Conference staff members Ralph Dixon and R. B. Bunch, International Organizer Joe Morgan, IBT DRIVE Director Carlos Moore, Conference DRIVE Director Joe Dixon, Southern Conference Attorneys Nat Wells and David Richards, and IBT

Chief Counsel David Previant led discussions.

In the field of organizing, Bunch cautioned organizers to do their homework before they begin a campaign.

"The big danger today is going into a campaign totally unprepared. Organizers must know the industry, must know how big it is and where its various plants are located," Bunch declared.

He suggested that organizers notify target companies of key employees in the organizing drive to protect them against discharge for union activity. Also, he told the delegates that organizing committees made up of the employees themselves are an important adjunct to any organizing campaign.

Richards reviewed the legal en-

tanglements in which unions can become involved in organizing and suggested ways to avoid them.

He underlined the importance of establishing a line of communications with the National Labor Relations Board, and the importance of letting NLRB officials know when the union is dissatisfied with its services.

Richards declared that witnesses before NLRB proceedings are entitled to copies of affidavits which they file and are entitled to representation by an attorney.

Miller reviewed proper procedure for obtaining strike sanction, and emphasized the importance of following established procedure.

The Conference Director also dwelt on the importance of implementing

General Vice President Frank E. Fitzsimmons is shown here addressing the Southern Conference of Teamsters workshop at Marco Island in Florida last month where delegates discussed work-a-day problems of importance to rank-and-file

members. Sessions were held on organizing, policing contracts, grievances, politics, and legal problems involved in servicing Teamsters in the Southland.







Southern Conference of Teamsters Director Murray W. Miller and General Vice President Frank E. Fitzsimmons shown together at the Southern Conference workshop in Florida.

the first step in the grievance procedure, which is to try to settle grievances at the local level.

Dixon declared that grievance procedure in the contracts is entirely 'non-political,' and declared that it is morally incumbent upon each union representative to service each and every member working under an agreement. He declared that there is no substitute in membership representation for the business agent knowing the agreement which he is charged with policing.

Dixon also stressed the need of communication with the employer on grievances so that a complete record can be made as a basis for giving the member the best possible representation.

Morgan called it imperative that

General Vice President Frank E. Fitzsimmons and his administrative assistant, Weldon Mathis, listen to proceedings during a business session of the Southern Conference of Teamsters workshop.



## Fitzsimmons Lauds Conference Membership Growth

General Vice President Frank E. Fitzsimmons, speaking to Southern Conference Workshop delegates, called the Conference a bulwark of support in solving problems facing the International Union in freight and other areas of jurisdiction.

Fitzsimmons praised Southern Conference organizers for their effort in the total membership picture of the International Union, declaring that while the Conference is small compared to other area conferences:

"Your percentage increase in membership in the Southern Conference is higher than other conferences, and considering that you work mostly in open shop states and amid a sometimes anti-union atmosphere, your work is outstanding in bringing union hours, wages, and conditions to the people of the South."

Fitzsimmons used the occasion of the Southern Conference Workshop to announce another all-time high in International Union membership, with per capita payments to the IBT for the month of February rising to 1,911,212. The General Vice President declared that the membership figure was especially significant as traditionally the IBT reaches a membership peak in November when all seasonally employed members are at work. The increase over November, 1967, was 35,309 new members.

Speaking on the state of the Union, Fitzsimmons declared that the chain of command outlined in the Teamster constitution will be followed in membership representation. He urged all to follow that chain of command to insure that questions are resolved quickly. Actions which originate outside the chain of command will be channeled back into that procedure, Fitzsimmons said.

### Calls for Solidarity

Fitzsimmons laid particular stress to the need for solidarity in meeting the legislative threats which are pending in Congress, and in meeting the influx of outside agitators who attempt to stir the membership to action against their unions.

On legislation Fitzsimmons cited the recent passage in the U. S. Senate of the anti-riot provision of the civil rights act, which sets heavy fines and jail sentences for those crossing state lines and inciting riots.

"We are assured by our 'friends' in Congress," Fitzsimmons declared, "that this provision of the civil rights act will not be applied to labor. But, all of you know that we have had these assurances before, and later have found our leaders and members indicted and sent to jail under statutes which were not supposed to be applied to labor."

He cited the danger to organizers and business agents who must cross state lines in legitimate trade union activity who will be in danger of prosecution under the civil rights act provision if violence should break out on a picket line.

Turning to the dilemma of public employees, Fitzsimmons declared that the public must accept the responsibility for decent wages and conditions for public employees.

"When one of these citizens goes into the market place, he receives no special consideration because he is a public employee—instead, he finds that a loaf of bread costs just as much as it costs a worker who has decent wages because of collective bargaining."

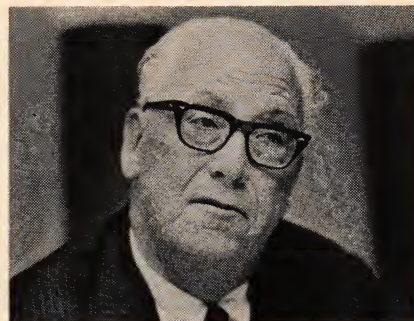




**R. B. Bunch** "... go into organizing campaigns prepared."



**Ralph Dixon** "... grievance machinery in contracts is non political."



**David Previant** "... adhere to limitations on informational picketing."

stewards be trained to effectuate a good grievance procedure. The function of the steward, Morgan suggested, goes much further than just serving as a messenger boy to run grievances from the dock to the union office.

Joe Dixon, DRIVE director for the Conference, told delegates that every question of wages, hours and conditions raised on the floor of union meetings is directly related to politics. He declared that it is extremely important that the rank-and-file member understand this vital relationship.

Carlos Moore, National Director of DRIVE, outlined a program for labor's survival in the field of politics:

1. Check the membership roles for voter registration.
2. Get unregistered members qualified to vote.

3. Get out the vote on election day.
4. Sign members to DRIVE check-off under the provision of existing contracts.

Moore painted a dismal picture of the legislative prospect for labor if members do not take a more active part in politics.

He cited proposals to give administration of pension plans to government bureaucracy and away from union-management trustees; scheduled hearings to prepare for abolishment of the National Labor Relations Board and the establishment of labor courts; anti-trust proposals for labor; and the senate anti-riot clause in the civil rights act which bodes ill for labor.

Previant reviewed avenues still available to labor in a shrinking legal harness around the activities of unions.

The IBT chief counsel paid par-

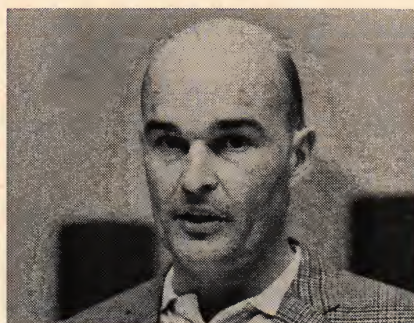
ticular attention to the consumer boycott, declaring that the informational picket must be planned to conform to the rigid limitations interpreted by the courts of the land.

Wells, chief counsel for the Southern Conference, reviewed the by-laws of the Conference, and reminded delegates of the importance of keeping the Conference informed of any legal entanglements in which they might become involved. He declared that there have been cases of local unions becoming involved in court cases and the Conference was not even informed.

General Organizer Frank Murtha reviewed health and welfare and pension plans, methods of processing claims and pension applications, and outlined procedure to insure maximum membership benefits under these plans.



**Nat Wells** "... keep Conference advised of legal entanglements."



**R. B. Richards** "... witnesses have rights when appearing before NLRB."

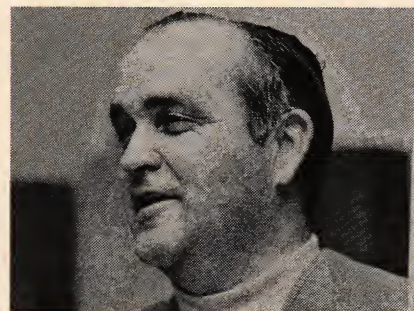
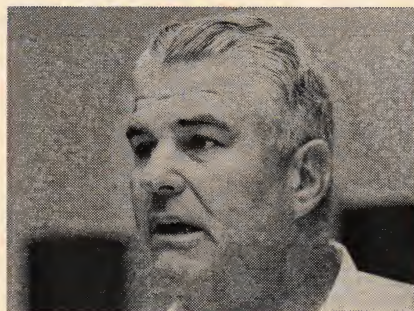


**Carlos Moore** "... the membership must be registered for the election."

**Joe Dixon** "... all union problems are related to legislative action."

**Joe Morgan** "... developing effective steward training is a must."

**Frank Murtha** "... process pension and health and welfare properly."





## **20th Anniversary**

# **National Warehouse Division Holds Quarterly Meeting**

THE NATIONAL Warehouse Division of the International Brotherhood of Teamsters held its 20th Anniversary meeting last month in Miami Beach, Florida, and used the occasion to formulate plans to expand industry-wide and national agreements with warehousing operations.

Sessions were chaired by Division Chairman and International Union Vice President Harold J. Gibbons and Division Director John Greeley.

Highlight of the sessions was a banquet address by Teamster General Vice President Frank E. Fitzsimmons, and an address by General Secretary-Treasurer John F. English.

Delegates turned their attention to the problems of extending industry-wide and national agreements and to the problem of dealing with newly

organized plants of companies already partially organized by the Division.

Courses of action were set with several such companies which will become the target of increased organizing activity. These include the partially organized companies and the competitors of companies already signed to national agreements with the Teamsters.

Fitzsimmons stressed the problems with certain companies which have Teamster contracts in some areas but fight organization of their other plants and refuse in negotiations to meet prevailing rates and conditions which they already recognize in some of their other agreements.

Fitzsimmons declared that the long-standing policy of the division for national and industry-wide agreements

has the backing of his office and of the general executive board.

He called on division delegates to communicate with the membership to keep abreast with their desires and needs with the same diligence that they keep abreast of changes and innovations in the nation's distribution systems.

English reported on the stewardship of his office and challenged warehouse delegates to expand not only their contracts to cover non-union companies but also to expand the excellence with which members are represented on a day-to-day basis.

Delegates approved the appointment of two replacements on the division policy committee. They are:

Don Sutton, secretary-treasurer of Local 452, in Denver, replacing the

Expanding industry-wide and national agreements were goals outlined by delegates to the National Warehouse Division meeting last month in Florida. Delegates are shown here in

the opening session chaired by International Vice President Harold J. Gibbons, chairman of the division. It was the 20th annual meeting of the division. John Greeley is the director.







Teamster General Vice President Frank E. Fitzsimmons was feature speaker at division banquet meeting. Listening to the speaker are John Greeley, division director, and Josephine Hoffa, wife of General President James R. Hoffa.



John F. English, Teamster General Secretary-Treasurer, spoke to warehouse division delegates at the banquet session. On his left is IBT Vice President and division chairman Harold J. Gibbons.



Discussing national and industry wide agreements with warehousing operations are Division Chairman and IBT Vice President Harold Gibbons, IBT Vice President George Mock, General Vice President Frank E. Fitzsimmons, and Division Director John Greeley.

late Charles Lindsay; and Gerald Hogan, of Local 660, Jersey City, N. J., replacing Eustace Roper.

Seattle was chosen as the next meeting site for the division.

On hand for sessions of the division meeting were International Union Vice Presidents Thomas E. Flynn, George Mock, Murray W. Miller, Harold Gibbons, Joseph Trerotola, Dominick Calabrese, Robert Holmes, and William Presser.

Weldon Mathis, administrative assistant to Fitzsimmons, was on hand, and reported in his capacity as chairman of the Southern Conference Warehouse Division.

Other reports were given by:

Gerald Hogan, Local 660, Jersey

City, N. J., replacing Eustace Roper.

Committee reports were given by: Bill Williams, for the Western Conference Warehouse Division;

Robert Holmes, for the Central Conference Warehouse Division;

Mathis, for the Southern Conference Warehouse Division;

Paul Murphy, for the Eastern Conference Warehouse Division;

Chili Duarte, of the ILWU, on joint Teamster-ILWU endeavors on the West Coast;

Don Peters, on the Teamster Montgomery Ward Council;

Robert Holmes, on the Kroger Company;

Sam Smith, on the Fleming Company;

Charles Winters, on National Tea Company;

John Naber, on Chase Brass and Copper Company;

David Johnson, on Brinks;

Joe Bernstein, on the dry and cold storage industry;

Lee Haney, on Spartan Stores;

Jerry Vercruse, on the Western Conference of Teamsters TEAM (Teamster Economic Action Mobilization);

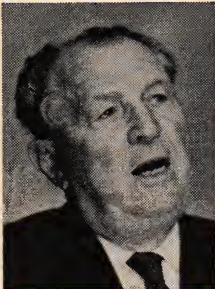
Archie McGowan, on Acme Markets in Philadelphia;

George Mock, Northern California warehousing activities.

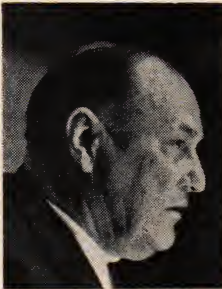
Introduced at the meeting was Andy Anderson, new director of the Western Conference Warehouse Division.



Sam Smith  
John Naber



Joe Bernstein  
Charles Winters



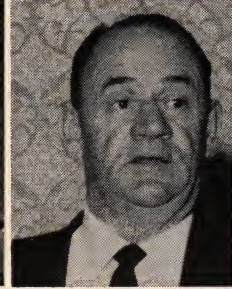
David Johnson  
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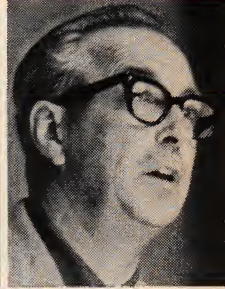
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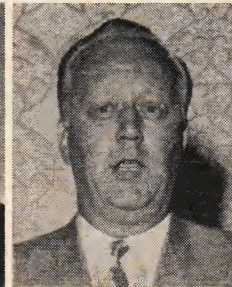
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Archie McGowan



Bill Williams  
Andy Anderson



Robert Holmes  
Paul Murphy





**Overnite Case**

# Ex-Rutherford Employees Awarded \$108,000 Backpay

More than \$108,000 in backpay and interest is due 27 former employees of Rutherford Freight Lines, according to a National Labor Relations Board determination in a case involving members of Teamster Local 171 of Roanoke, Va., and Overnite Transportation Co.

The NLRB determination was made after the U.S. Supreme Court refused to hear Overnite's appeal of the Board's ruling against the company.

In effect, the high court ruling supported the Board's decision which decreed that non-union Overnite must reinstate the wages and all conditions of employment which it unilaterally changed and reduced when it acquired Rutherford Freight Lines in November, 1964, whose drivers were working under a Teamster contract at the time.

International Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters, hailed the award of \$108,119 but added that Conference attorneys believe it is below par—that actually 70 employees are entitled to backpay. He esti-

mated their total "make whole" monies would amount to more than \$300,000.

The NLRB has not taken a position yet on this phase of the claim. Flynn commented that "it may well be that we will eventually be required to litigate these issues through the Board and the courts again" in a letter to Richard Newland, president of Local 171.

Flynn told Newland he wished to "congratulate you and the employees on your 'bulldoggedness' in insisting that this violently anti-union company comply with the law."

Flynn added: "I am sure these employees now know that there is a fantastic money difference between a union and a non-union company, but there are many other differences—including seniority and a meaningful grievance procedure—which cannot be measured in terms of money. I think we all look forward to the day when all Overnite employees are represented by the Teamsters and the company's anti-union attitude is changed forever."

The "bulldoggedness" referred to by Flynn was rewarded with backpay and interest ranging as high as \$7,514. Most of the ex-Rutherford workers, the NLRB determined, were due to receive awards ranging between \$3,000-\$6,000. Fully 10 of the 27 were awarded more than \$6,000.

The regional NLRB office notified Overnite of the backpay and interest computations and suggested that any delay in making payment would require additional computations. The agency also noted that the Teamsters Union contends more backpay is due still additional workers and has been asked "to furnish evidence in support of these contentions."

The Supreme Court's refusal to grant review in the case spelled finality to the case that had its origin when Overnite bought Rutherford.

While Overnite made no significant changes in the operation at Rutherford's Roanoke and Pulaski terminals, the new owner did offer employment to all the terminal employees and they all accepted.

Roanoke and Pulaski drivers, who punched in on a Rutherford time-card the day of the sale, punched out on an Overnite time-card that afternoon. But there was a difference.

Overnite unilaterally and without bargaining with Teamster Local 171, which represented the ex-Rutherford workers, set new and lower rates of pay and other substandard conditions of employment immediately.

Local 171 filed charges with the NLRB and even though the Board ruled Overnite wrong in the case, the long legal wrangle was on as the company began its futile and expensive journey through the courts.

## ● In Louisiana

A majority of the employees of Standard Fittings Co., pipe fitting firm in Opelousas, La., recently voted for representation by Teamster Local 201 of Lafayette, La., in a National Labor Relations Board election.

Gable Aguillard, secretary-treasurer of Local 201, said 105 employees were eligible to ballot. The vote was 59 for the Teamsters and 46 against.

The new bargaining unit is composed of machine operators, machinists, shipping department employees, and truck drivers.

## Driver Award



C. E. Howell (left), a member of Teamster Local 512 in Jacksonville, Fla., was joined by Mrs. Howell when he received an award from the Florida Trucking Association as "Driver of the Month." Howell, a driver for Central Truck Lines since 1949, has a total of 2,844,000 miles without an accident. Presenting the award was Roger F. Skelton of the Central Truck Lines safety department.



## 450,000 To Get Cost Increase

APPROXIMATELY 450,000 Teamsters working under the National Master Freight Agreement are due an increase in hourly and mileage rates because of the increase in the January, 1968, cost-of-living index.

Additionally, the same increase will also be enjoyed by hundreds of thousands of other members working under contracts which follow the pattern established by the National Master Freight Agreement.

The cost of living clause in the agreement provides for a 3 cent hike in the hourly rate and .75 miles in the per mile rate.

The Bureau of Labor Statistics last month announced that the Cost-of-Living Index had risen to 118.6, based upon the 1957-59 100 index.

The cost-of-living clause in the agreement provides that the national negotiating committees shall determine whether to apply the increase to health and welfare or pension funds of the applicable supplemental agreement.

### Decision Soon

Should neither fund need an allocation of such cost-of-living increase, the negotiating committee will determine what allocation to make of such increase.

In a letter to all local unions signatory to the agreement, General Vice President Frank E. Fitzsimmons announced that a meeting of the Teamster negotiating committee and the employers' committee will meet in the near future to determine the application of the increase.

Regardless of how the increase is allocated, it will be effective for the first pay period beginning on or after April 1, 1968.

### ● In Delaware

Drivers and helpers employed by Gene Banta, an industrial and trash remover located in Chester Township of Pennsylvania, recently voted unanimously for representation by Teamster Local 326 of Wilmington, Del., in a National Labor Relations Board election, according to Albert Dietrich, trustee of the local union.

## Covers 1,800

# Workers at Largest A&P Plant Approve New 3-Year Agreement

Some 1,800 workers at the Ann Page Division of A&P Tea Co., in Horseheads, N.Y., recently ratified a new 3-year agreement providing substantial wage increases in addition to gains in the health and welfare plans, plus additional holidays and an improved vacation schedule.

Harry J. Graham, president of Teamster Local 62 in Elmira, N.Y., chairman of the union negotiating committee, described the contract as the best in the entire area in terms of money, fringe benefit increases, and improvements in working conditions.

A&P started full operation in 1965 at the Horseheads plant, the world's largest food processing center. The agreement is the second one negotiated there.

Graham said other major contract gains included shift differential increases, reclassification and upgrading

of jobs, revised departmental seniority, and the probationary period was reduced to 30 days from the previous 60-day mark.

The negotiating committee expressed gratitude to Timothy Griffin, Eastern Conference of Teamsters representative, for his assistance throughout the negotiations.

### ● Florida Win

Production and maintenance men employed by Minerals Recovery Corp., in Ft. Meade, Fla., voted overwhelmingly for representation by Teamster Local 308 of Bartow, Fla., in a recent National Labor Relations Board election.

R. D. Weeks, secretary-treasurer of Local 308, said the ballot count was 17 to 6 for the Teamsters. The new bargaining unit has 26 members.

This was the union negotiating committee that achieved a new, pace-setting agreement at A&P Tea Co.'s food processing plant in Horseheads, N.Y., where 1,800 members of Teamster Local 62 are employed. Left to right are: Seated—James Duga, Mrs. Althea Coney, Harry J. Graham, president of Local 62, Mrs. Mary Davidson, Dorren Hoffman; Standing—Jerome Rickhard, Richard Stevens, Roger Brown, Carmen Sorino, Gilbert Bailey, and Dominic A. Lopreste, Local 62 secretary-treasurer.





**Locked Out**

## Hospital Maintenance Workers Go to Arbitration in Dispute

With the largest wage gains yet negotiated for plant and maintenance workers at any private hospital in New York City already on the table, Teamster Local 810 has gone to arbitration to resolve a contract dispute with the New York University Hospital Medical Center.

Milton Silverman, president of Local 810, said that when their contract expired last July, the medical center's plant and maintenance workers—carpenters, electricians, painters, engineers and helpers—designated Local 810 as their bargaining unit.

In a subsequent New York State Labor Relations Board election, Local 810 garnered more than 90 per cent of the vote to defeat the AFL-CIO Building Trades Council which managed 3 votes. The unit is composed of 117 workmen.

Negotiations for a new agreement dragged on in the following months with the hospital finally coming up with a healthy wage hike plus some improvements in health and welfare, pension, vacation, and sick leave language. But other issues remained un-

resolved.

When the members of the bargaining unit found these terms unacceptable, the hospital confiscated the men's keys to the plant during a shift change. It also began to stockpile supplies as 16 trucks backed up to the loading platforms in a 5-hour period.

Faced with a lockout even while negotiations were still underway, the workers set up picket lines. At the same time, they offered to man every essential post. Instead, the hospital administration obtained an injunction under Article 716 of the state labor law forbidding strikes against non-profit hospitals.

While waiting for arbitration, Silverman noted that so far the local union had achieved a wage settlement far above the levels ever achieved before.

Arbitration of the unsettled language "can only be upward, not down," said Silverman. He added: "Nothing can be taken from what has already been won, so that for the first time these workers are in a position to get the rates and conditions they are entitled to."



Members of Teamster Local 810, plant and maintenance workers, picket the main gate of the New York University Hospital Medical Center after hastily scribbling the word "lockout" on the only signs quickly available. Picketing with them were members of Teamster Local 272, composed of garage and parking lot workers, who were on strike against the hospital in a city-wide walkout.

### Bath Named To College Board

Harry Bath, president of Colorado-Wyoming Joint Council 54, has been appointed by Colorado Governor John



Love to the governing council of Denver Area Community Colleges.

Bath's appointment, as council member from Adams County, runs until 1971.

The 5-member council was appointed to govern a junior college and three campuses in the 5-county Denver metropolitan area.

The council is currently engaged in seeking a school administrator and preparing a budget for the college complex recently voted by the Colorado legislature.

### Teamster Son Wins Medal For Valor

Carl Steven Stewart, specialist 4th class in the army and son of Harvey A. Stewart, a member of Teamster Local 505 in Huntington, W. Va., recently was awarded the Silver Star for gallantry in action in Vietnam.

Stewart distinguished himself as an ammunition bearer on a search-and-destroy mission by carrying mortar rounds under heavy fire and by removing a wounded soldier to a safe position.



## Up and Away

# Trans International Flight Crews Ratify First Teamster Agreement

Pilots, flight engineers and navigators employed by Trans International Airlines recently ratified their first agreement with the company, gaining hefty wage increases in addition to the usual high contract standards negotiated by the Teamsters Union Airline Division.

Covering more than 150 members of Trans International's flight crews, the agreement also provided job seniority protections for the first time and gave recognition to working conditions.

Henry Breen, director of the Airline Division, said in terms of compensation, the contract provides for monthly guarantees, hourly pay, longevity pay, automatic pay increases in 15 months, and related provisions.

Sick leave, vacations, jury duty, deadheading pay, an increase in per diem pay, emergency leave, moving expenses, and other benefits were included.

Standard grievance procedure language was written into the contract. The company agreed to underwrite a dental plan for all crew members and dependents. Also negotiated was a clause providing severance allowances if an employee is terminated due to automation.

The company also agreed to 100 per cent vesting of the funds due flight crew members presently held by a bank as trustees for the com-

pany's profit sharing plan. Pending a ruling by the Internal Revenue Service, the funds will either be returned to the employees or remain with the trustee until termination of either the plan or the employee.

## Signed at IBT

# More Butler Aviation Contracts Negotiated by Airline Division

Teamsters Union Airline Division representatives recently signed 2 more contracts on behalf of fuelers and maintenance men employed by Butler Aviation which serves major airports as a refueling agent and also maintains private aircraft.

The latest agreements with Butler cover members of Teamster Locals 299 in Detroit and 426 in Baltimore, and were signed at the International Union headquarters in Washington, D.C.

In the past few months, other contracts have been negotiated with But-

ler at San Francisco, Calif., and New York City.

Airline Division representatives, at the direction of General Vice President Frank E. Fitzsimmons, assisted in the Local 299 and 426 negotiations. The contracts provide liberal wage increases, company-paid hospitalization, vacation improvements, shift premiums, increased holidays, shift bidding, increased overtime rates, and overall improvements in work conditions.

Among other major cities where Butler Aviation refuels and maintains planes are Chicago, Miami, Ft. Worth, and Boston.

## In Appreciation

Dear Sirs:

We would like very much to express our feeling of pride and security with my monthly check from the pension fund. After 39 years with Teamster Locals 407 and 392 in Cleveland, Ohio, it sure is fine to be able to go places and do things, that for the lack of time, we could not do before. I hope everyone continues to support DRIVE to make this possible for all. Thanking those who are responsible for these benefits, I am,

Fraternally,  
Charles Payne



Signing the most recent of 4 contracts negotiated with Butler Aviation are (left to right): Seated—William Green, Butler personnel director; Joseph Henebry, Butler general manager; William Ferchak, Airline Division representative; Al Mattern, chief job steward; Standing—Don Sweeney, Butler industrial relations manager; Ed Seifret, president of Local 426; Ron Jones and Pat Grube, job stewards, Local 426.



**Full Liability**

## Company—Paid Car Insurance Negotiated On West Coast

Teamsters employed by the Davis Wire Co., with plants in Los Angeles and Hayward, Calif., and Seattle, Wash., and also the Freund Baking Co., in Glendale, Calif., are recipients of a new fringe benefit—company-paid personal auto insurance protection under a contract negotiated by Teamster Locals 986 in Los Angeles, 853 in Oakland, and 117 in Seattle.

Covering full liability—property damage, medical payments, fire and theft—the auto insurance is guaranteed for 1 full year, is non-cancellable, and is subject to rebid at the end of the year.

If an employee of Davis or Freund quits the job, he can continue the insurance by making the monthly contributions. One of the 6 largest insurers in the nation is the carrier.

M. E. Anderson, secretary-treasurer of Local 986, said that in addition to being non-cancellable, the plan insures many members who, because of high costs, did not have auto insurance. The contract language eliminates discrimination because of race, creed, color, age, or marital status—which sometimes is a major hurdle for some workers attempting to get personal

automobile insurance.

Anderson said a Teamster study of the auto insurance problem "reflected a serious situation for many of our members who either did not have required auto insurance because of the high cost or were spending money to pay insurance premiums that should have been used for other necessities of life for their families."

Anderson added: "Not only that, but very often the money they have to pay is not for the protection of anything they own at all. It may merely be that it is required by a financial responsibility law so that they can respond to legal action for which they otherwise would be judgment-proof."

The insurance plan has several other advantages for the member. For one thing, those covered in the group plan have assurance of receiving more prompt and satisfactory settlement of claims. Also, insurance savings run as high as 30 per cent.

While group auto insurance certainly is not new, Anderson said he believes it is the first time workers have been covered in this area as a benefit in a collective bargaining agreement.



Negotiators of a contract providing personal auto insurance coverage for members under a new agreement are (left to right): Standing—Tom Langford, Local 853 business representative; rank-and-file union committee members Nino Chavez, Bob Nichols, Ralph Lewis, Rufus Guard; Management negotiating committee members Bill Eix, Charles Butts, Ernest Jewell; Seated—Frank Farro, Local 853 secretary-treasurer; Arnie Weinmeister, Local 117 secretary-treasurer; Les Coombes, Local 986 business representative; John Fenton, Federal Mediation Service; William Cook, vice president of Davis Wire Co.

**Aud Dies**

H. Glyn Aud, secretary-treasurer of Teamster Local 215 in Evansville, Ind., died recently after a long illness. Aud joined the local union in 1938 and became a business representative in 1954. He served as secretary-treasurer from 1959 to his death. He started in the freight business as a driver for Hayes.

### Insurance Co. Case Won By Local 122

The General Accident, Fire & Life Assurance Corp., Ltd., violated the Act, said the National Labor Relations Board in a recent decision, by refusing to bargain with Teamster Local 122 of Boston, Mass.

The Board noted that the union, having prevailed in a representation election, was certified as the representative of all claim adjusters and appraisers, including the supervising adjuster, at the company's Boston branch office.

Subsequently, the union requested that the employer bargain. However, the firm refused, claiming it did so to seek review of the representation proceeding where it was denied a hearing on the conduct of the election.

The examiner found, nevertheless, that all issues had already been litigated in that proceeding. As the employer presented no newly discovered or previously unavailable evidence, the examiner concluded that the employer's refusal to bargain with the union was a violation of the Act.

Accordingly, the Board ordered the company to cease the unlawful conduct and bargain with the union upon request.



**1st Contract OK'd**

## Fishing Tackle Firm Organized By Wisconsin Teamster Local

Teamster Local 354 of Wisconsin Rapids, Wis., recently was successful in organizing 115 employees of Weber Tackle Co., and Weber Plastics, Inc., of Stevens Point, Wis., and the new members already have ratified their first agreement by a 4-to-1 margin.

H. C. Marciniak, Local 354 secretary-treasurer, led the organizing campaign that began last September. He was assisted by Robert Stein and John Winiecke, state organizers. The repre-

sentation election was won by a 2-to-1 vote.

Contract negotiations with the companies were opened in December. The agreement was ratified a month later with wage increases retroactive to the first of the year. Among the benefits negotiated were incentive rates and improved working conditions.

Marciniak said members of the negotiating committee included Irene Kirschling, Irene Maine, Agnes Mancheski, Mary Ann Wojtaliewicz and Irene Wayerski—all representing various departments.

Weber Tackle Co., dates back to 1896 when Carrie Frost started to tie flies for her father, an ardent fisherman, when an order of flies then only made in England had not arrived from abroad. Her efforts proved successful and her handicraft quickly gained attention from other sportsmen also annoyed with delayed shipments from abroad.

Through the years, the company grew under the name of Weber Life-Like Fly Co., and the city of Stevens Point soon gained fame as the "fly capital of America."

In 1957, a separate corporation was formed known as Weber Plastics, Inc., for the purpose of molding foam polystyrene bodies for floating fly lures. They soon added such items as picnic chests, packaging materials, and various custom molding applications to their line.

### Apartments Sponsored By Local 317

The East Fayette Apartments, a low-income housing project sponsored by Teamster Local 317, are now in operation in Syracuse, N.Y., according to Fred Maggio, president of the local union.

The apartments, containing 200 units, are designed for families and elderly people with limited incomes and were built by Local 317's Housing Corporation of Syracuse, Inc., a non-profit organization, under terms of a federal loan.

**Selected**

International Vice President Ray Schoessling, president of Teamster Joint Council 25 in Chicago, Ill., recently was elected a director of the Chicago Convention Bureau for 1968. He will help determine bureau policies. Chicago's convention industry brings approximately 1,300,000 visitors who spend an estimated \$300 million in the city each year.

### Benefits Appreciated By Teamster

The International Brotherhood of Teamsters headquarters received the following letter recently:

Dear Sirs:

I have been a member of Teamster Local 823 in Joplin, Mo.,



since 1943. In 1964 I suffered a heart attack. Five weeks and an expensive operation later, my life was saved and I came home. My union insurance paid for all of it and, thanks to my pension, we are doing fine.

Our sincerest thanks to Local 823, Floyd Webb, and the International Brotherhood of Teamsters which has made all this possible.

Fraternally,  
Fred Connors

### VP Widow Expresses Appreciation

The Teamster general executive board recently received the following letter from the widow of the late International Vice President Gordon Conklin of St. Paul, Minn.:

Dear Friends:

I received the retirement check for which I thank you—you have all been so wonderful and helpful, and I appreciate it very much.

I also want to thank you for your prompt processing of the claim arising after Gordon's death. I want the executive board of the International Union to know how much I appreciate all the good things that the International has done for my family and me, and they join in thanking you.

I have wonderful memories of my association with the Teamster's International because of Gordon's many years with the organization.

Thanking you all again for being so kind.

Sincerely,  
Emily Conklin



**Enthusiasm High**

# 13,000 Pan Am-Braniff Workers Wait to Vote for Teamsters

More than 200 members of the Pan American Airways campaign committee members met last month at the Hotel Commodore in New York City, and from their discussion came the consensus that when the election is finally held, the more than 8,000 Pan Am employees will vote overwhelmingly for Teamster representation.

Disgust with present representation by the Brotherhood of Railway Clerks was expressed by Braniff employees attending the meeting.

More than 13,000 highly skilled employees of Pan Am and Braniff International Airways are involved in the representation elections.

They are represented now by the BRC which has tried repeatedly to stall democratic elections in which the employees will determine their bargaining representative.

The BRC, which once had a membership of 850,000 has steadily de-

clined in membership over the years and is now down to fewer than 100,000 members.

Teamster General Vice President Frank E. Fitzsimmons has pledged the support of the entire general executive board to Pan Am and Braniff employees in the present campaign and when the Teamsters are certified as their bargaining agent.

Both groups came to the Teamsters after becoming thoroughly dissatisfied with BRC representation.

They are highly skilled cargo and clerical workers, employed in cities throughout the Pan Am and Braniff systems.

Both representation elections were scheduled for January, but the BRC obtained an injunction delaying the vote, which the BRC is reluctant to participate in because of lack of support among the employees involved.

The present injunction is being appealed by both the National Media-

**The Pan American Airways Teamster campaign committee, at its meeting last month in New York City, expressed high pitched enthusiasm in its drive to cast off the Brotherhood of Railway Clerks and cast its bargaining fortunes with the Teamsters. Final plans were made for the election which will be held in the near future. Pan Am employees have already voted overwhelmingly for the Teamsters in an election set aside by the National Mediation Board because the NMB said it has violated its own procedural methods.**



**Jerry Seamon, Braniff employee from Tulsa, Oklahoma, and former BRC officer, told the Pan Am Teamster organizing committee in New York City last month, that enthusiasm is high among Braniff workers to cast off the BRC and join the Teamsters in the upcoming election. Seamon declared that "Braniff employees are fed up with the poor representation they have received from the BRC."**

tion Board and the Teamsters. IBT attorneys are confident that the elections will be held in the near future.

In the meantime, the Teamster Airline Division is continuing a full-fledged organizing campaign, with meetings being held and committees at work throughout both airline systems.

When the election is set at Pan Am, it will mark the third time that these employees will have voted to cast off the BRC union in favor of the Teamsters. A first election in 1965 was thrown out by the Mediation Board for reasons not attributed to the IBT.

Late in 1966, in another election, the Pan Am workers voted 3,091 for Teamster representation and only 137 votes for the BRC. That election was voided when the National Mediation Board determined that it had violated its own procedural methods by allowing the BRC to keep its name off the ballot.

At the committee meeting in New York last month, members expressed a growing enthusiasm for Teamster membership over BRC's poor representation, and declared that the IBT has support now even in areas where the BRC received its few votes in the last election.



## Pickets Use Naval Enterprise

Members of Teamster Local 85 in San Francisco, Calif., recently extended their picketline at a Texaco oil terminal to the water in an effort to back up contract demands.

The strike began at the Redwood City terminal when management dilly-dallied in contract negotiations. The 15 terminal employees, who went Teamster in a representation election a year ago, established their lines.

But then came a tanker, *Texaco California*, to unload at the Port of Redwood City. The Teamsters immediately took to the water in a small boat and began circling the tanker.

The ship was unable to dock because union tugboat crews refused to cross the floating picketline to tow to shore a barge full of gasoline which was tied to the ship.

The tanker was scheduled to discharge 150,000 barrels of oil to Texaco terminals at Redwood City and Richmond—but was confronted by pickets on barges when she tried to put in at Richmond.

## ● Drivers Vote

A majority of drivers and helpers employed by Bowman Transportation, Inc., of Baltimore, Md., voted for representation by Teamster Local 557 in a recent National Labor Relations Board election.

Calvin C. Eisenberg, secretary-treasurer of Local 557, said 14 employees were eligible to ballot. The vote was 8 for the Teamsters and 6 against.

## Hail To The Teamsters

Dear Sirs:

I am a student at the University of Georgia, and a very inexperienced driver. This is just a note to thank all of you who have been so considerate. During my few trips on the highways of various states, I have been treated often with contempt by everyone except the Teamsters who have always been the most patient and courteous of drivers in their actions toward me.

Carol Lynn Reinecker

## In Louisville

# Local 89 Supports Banquet To Benefit Dismas House

Teamster Local 89 of Louisville, Ky., was among the organizations supporting a recent banquet to raise funds for Dismas House, a private, non-profit institution designed to provide a temporary home for parolees from Kentucky's penal system.

The dinner succeeded in raising \$10,850 of the \$35,000 budget needed to keep the "halfway" house going. More than 100 parolees have "graduated" from the Louisville home in the past 3 years.

International Vice President Harold J. Gibbons of St. Louis, Mo., was the featured speaker for the occasion.

Gibbons, who was instrumental in starting a Dismas House in St. Louis some 6 years ago, said rehabilitation of ex-convicts should be of great concern to everyone.

The need for so-called halfway houses has been proven, he said, by the fact that America's penal system is based on punishment and isolation from society. Prison personnel aren't capable of rehabilitating convicts so they can return to society as responsible citizens because of the bitterness bred by imprisonment.

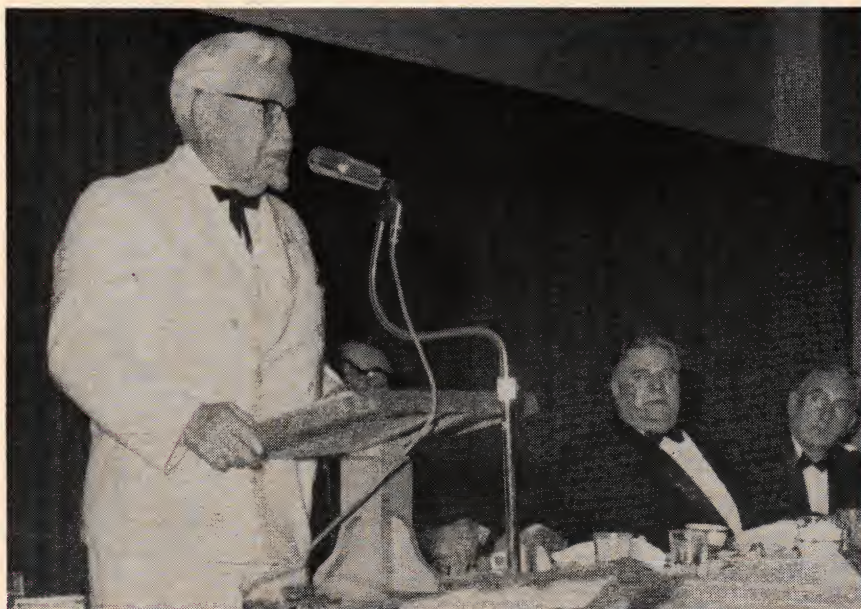
Dismas House in St. Louis already has aided 3,000 parolees to adjust to community life. One of the goals of the halfway house system is to help ex-convicts find employment after long periods in prison.

In this respect, Teamster Local 89 under the leadership of Paul Priddy and Marion Winstead, president and secretary-treasurer respectively, has aided former prison inmates with a program to train potential parolees as truck drivers and help them find employment upon release. The program is now 3 years old.

Honored at the Louisville banquet was Col. Harland Sanders of Shelbyville, Ky., founder of a chain of fried chicken restaurants.

## ● Airline Food

Food equipment handlers employed by Dobbs Houses, Inc., at the Greater Cincinnati Airport in Erlanger, Ky., recently voted for representation by Teamster Local 100 in a National Labor Relations Board election, according to Ben D. Collamer, secretary-treasurer of the local union.



Col. Harland Sanders, founder of a chain of fried chicken restaurants, was one of the speakers at a banquet supported by Teamster Local 89 to gain funds for a Louisville, Ky., Dismas House to help parolees. International Vice President Harold J. Gibbons (far right) was the main speaker. Next to Gibbons is Paul Priddy, president of Local 89.



## For the Year Ended July '67

# Labor Department Survey Details Local Cartage Drivers' Pay Gain

Average hourly wage scales of Teamster local cartage drivers and helpers rose 20 cents—or 5.9 per cent—to \$3.56 an hour between July 1, 1966, and July 1, 1967, according to a recent survey by the Labor Department's Bureau of Labor Statistics.

The BLS described the gain as the largest increase since 1953. It brought the bureau's index for these scales to 144.9 per cent of the 1957-59 average.

For drivers alone, hourly scales rose 20 cents while for helpers, the year-to-year advance amounted to 6.3 per cent, or 19 cents. The increases raised drivers to \$3.59 an hour and upped helpers to \$3.21 an hour.

The BLS survey covered 68 cities with populations of 100,000 or more each. The survey dealt only with time-rated jobs and did not include local drivers paid on a commission or mileage basis, nor did it include over-the-road drivers operating between cities or various parts of the nation.

According to BLS, 94.7 per cent of the union drivers received increases in the year ended July 1, 1967, with gains ranging between 25 and 27.5

cents for nearly 38 per cent of the drivers, and between 15 and 17.5 cents for 13.2 per cent of the drivers. Scales moved up between 10 and 12.5 cents for 11.5 per cent of the drivers, and between 20 and 22.5 cents for 6.3 per cent. Gains exceeded 30 cents for 9.6 per cent of the drivers.

Among helpers, union scales were higher for 94.3 per cent in the latest survey year, with 33.2 per cent getting 25 to 27.5 cents an hour more. The next highest group was 10 to 12.5 cents for 15.9 per cent of the helpers, followed by 30 cents or more for 8.4 per cent of the helpers. Some 7.9 per cent of the helpers received gains of 7.5 to 10 cents.

BLS stressed that the union scales upon which the survey was made represented the minimum rates agreed upon through collective bargaining between employers and unions. The scales do not represent total hourly earnings of union truck drivers and helpers since they exclude premium pay for such items as overtime beyond established maximum daily and weekly hours.

## Backpay Awards



More than \$17,000 was won for 2 members of Teamster Local 495 in Los Angeles, Calif., recently. Shown receiving their checks are Stuart Taber and Curtis Reed (second and third from left) from Business Representatives Dick Lee (left) and Al Pisetti. Taber and Reed were fired for union activity early in 1966 by R. J. Lison, Inc., a building maintenance supply firm. Lee and Pisetti took the case to the National Labor Relations Board which awarded Reed \$9,925 and Taber \$7,642 representing lost wages with interest.

## Driver of the Year



Melvin C. Stephens, a member of Teamster Local 886 in Oklahoma City, Okla., is shown with his wife shortly after being awarded a plaque upon being named the state's "Driver of the year for 1968" by the Associated Motor Carriers of Oklahoma. Stephens, a 26-year employee of Lee Way Motor Freight, Inc., has driven an estimated 2,500,000 miles without a chargeable accident.

## ● Truck Drivers

Truck drivers employed by Sullivan Lumber Co., in Sullivan, Mo., recently voted unanimously for representation by Teamster Local 682 of St. Louis, Mo., in a National Labor Relations Board election, according to Walter E. Pope, business representative for the local union.

## ● Electric Pact

Members of Teamster Local 102 in Newark, N.J., recently ratified by an overwhelming vote their first agreement with Wagner Electric's Chatham Division Plant at Livingston, N.J.

Covering more than 400 production and maintenance workers, the ratification was by a vote of 199 to 45, according to Ben Merker, secretary-treasurer of the local union.

Besides substantial wage gains, the agreement provided for increased company contributions to the health and welfare and pension plans. Vacation schedules also were improved in the 3-year pact to a maximum of 4 weeks after 20 years on the job.

The Chatham workers formerly were affiliated with the International Brotherhood of Electrical Workers AFL-CIO for 15 years. They went Teamster last year after expressing dissatisfaction with the IBEW representation.



## Goodwill Award



John P. Greeley, president of Teamster Local 676 in Collingswood, N.J., is shown receiving an award of merit presented to the local union by Clinton D. Waters, executive director of Goodwill Industries. For a number of years, Local 676 has supported and worked with the Goodwill Industries for the benefit of handicapped people.

## Surveillance Case Won By Local 175

Agreeing with the trial examiner, the National Labor Relations Board recently ruled that Rish Equipment Co., of Bluefield, W. Va., violated the Act by surveillance of its employees' union activities and by refusing to bargain with Teamster Local 175 of Charleston, W. Va.

Having committed unfair labor practices in an earlier case, the employer—a firm selling and servicing heavy construction equipment—notified the regional NLRB office of its compliance with the Board's decree.

Shortly thereafter, the union notified all employees that a special meeting in preparation of contract negotiations would be held. The examiner found the employer engaged in unlawful surveillance of the meeting when company officials checked the meeting hall to find out how many employees attended.

The examiner found inadequate evidence for the employer's stance of having reasonable grounds for doubting the union's majority. The examiner also found that in view of the employer's past actions and continuing unfair labor practices, that the employer was motivated by a desire to

## Member Seeks Ohio Candidacy

Lew H. Cherry, a member of Teamster Local 24 in Akron, Ohio, is a candidate in the May 7th primary election for Summit County Commissioner. Cherry was given time at his local union meeting to campaign for votes from the membership.

avoid recognition and gain time to undermine the union's majority.

Rish was ordered by the Board to cease the unlawful conduct and bargain with the union upon request.

## Steel Haulers

Owner-operators and fleet operator drivers employed by The Union Cartage Co. & Steel City Trucking Co., in Austintown, Ohio, recently voted for representation by Teamster Local 377 of Youngstown, Ohio, in a National Labor Relations Board election, according to John J. Angelo, secretary-treasurer of the local union.

## Drapery Vote

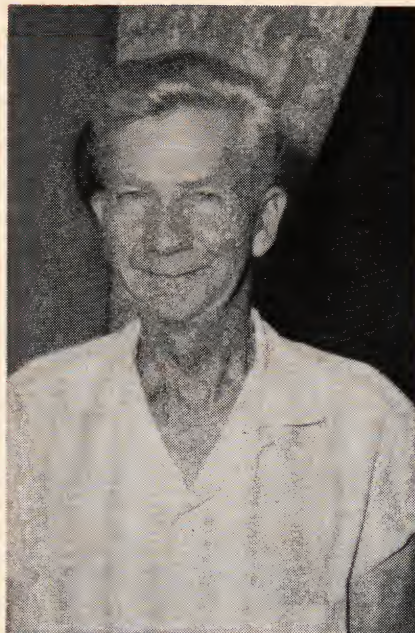
Production workers employed by Decorator Industries, Inc., a drapery manufacturer located in Mannington, W. Va., recently voted for representation by Teamster Local 789 of Fairmont, W. Va., in a National Labor Relations Board election.

## Fitchburg Teamsters End Strike

Nearly 250 members of Teamster Local 16 voted by a 2-to-1 majority recently to end their 3-month strike at Fitchburg Paper Co., in Massachusetts and accept a 3-year agreement guaranteeing substantial wage increases, a 50 per cent improvement in the pension plan, and improved overtime language.

The strike began during contract negotiations when 2 workers were fired for refusing to work overtime. An addenda to the agreement modified the discharges to a 2-week suspension with job reinstatement to follow.

## Retiree



Walter S. Heagy, a member of Teamster Local 249 in Pittsburgh, Pa., for the past 33 years, retired recently to end a 43-year career of driving a tractor-trailer for the John Himmer Transfer Co. In a letter to the International Brotherhood of Teamsters, he commented regarding his pension: "Thanks to Local 249 and also to Jimmy Hoffa, and Frank Fitzsimmons."

## Nashville Win

Teamster Local 327 of Nashville, Tenn., recently won bargaining rights for 187 employees of the American Electric Co., Inc., and has negotiated an agreement for the new unit.

Don Vestal, president of Local 327, said the company fired 20 employees after an election date was set. The local union struck the employer and finally representation was won through a card check.

## Wife's Vote Not Enough To Block Win

Teamster Local 684 of Eureka, Calif., recently was chosen bargaining representative by clerical employees of Humboldt Newspapers, Inc., even though the publisher's wife was ruled eligible to vote as a PBX operator.

Ten ballots were cast for Local 684 and 8 votes for "no union." Local 684 organized the firm's newspaper haulers, mailers and route managers in 1965.



## Argument Against Surtax

### 'The Boom Has Passed Him By,' Says Senator of U.S. Worker

"THE BLOOM has been off the boom for 3 years for the great majority of people in this country who work for a living," said Sen. William Proxmire (D-Wis.) recently while citing a drop in weekly pay for most workers as the best reason for opposition to the Administration's proposed 10 per cent surtax.

"Most Americans," he said, "including most members of Congress, may

have the impression that even allowing for inflation the typical American worker is taking home more each week this year than he ever did, and that he has enjoyed better real wages—that is, wages corrected for price increases in each of the past 3 years."

The Wisconsin senator said such was not the case. He cited a *Wall Street Journal* article disclosing that the average worker with a wife and

2 children is actually taking home less purchasing power now than in 1965 or 1966. He said:

"The boom has passed him by.

"If anyone wonders why there is such widespread public opposition to the President's proposed surtax, here is a significant part of the answer. The family that finds their paycheck does not go as far today as it did 3 years ago is hardly in the mood for an additional federal tax that will cut that paycheck further."

Proxmire declared that the theoretical argument that a surtax will reduce prices is only that—a theoretical argument. He said that he frankly believed that a surtax would not reduce prices. He added:

"Even the strongest proponents of the tax before our Joint Economic Committee recently conceded that the tax would not begin to keep prices from rising for the better part of a year."

Proxmire said there was no mystery in the fact that wage earners—whose purchasing power income has been declining for 3 years—could hardly be expected to be enthusiastic about a tax to reduce that diminishing income further.

Even though national personal income has increased steadily each year, the figures do not reflect the shrinkage in the weekly purchasing power of non-supervisory workers—shrinkage caused by relentless and continued rise in the cost of living.

Following is a table that defines the real purchasing power of workers' paychecks. Based on federal statistics,

## IRRA Speaker



Teamster General Vice President Frank E. Fitzsimmons was the feature speaker at a recent meeting of the Industrial Relations Research Association of Western New York, in Buffalo. Shown here with the IBT General Vice President are Lawrence L. Korn, left, incoming president of the IRRA chapter, and Samuel H. Sackman, outgoing president. Korn is business representative of Teamster Local 39. Shackman is a Federal mediator.



it expresses wages earned on the average in terms of 1957-59 prices after income and Social Security taxes have been withheld.

*The weekly purchasing power of non-supervisory workers:*

Year	Average
1961 .....	\$71.48
1962 .....	73.05
1963 .....	73.63
1964 .....	76.38
1965 .....	78.53
1966 .....	78.29
1967 .....	78.23

Prices, meanwhile, increased at an even higher rate during the most recent 3 years than in the previous periods.

The article referred to by Proxmire commented that it was ironic "that the shrinkage began at roughly the time when some politicians and economists first started calling the economic expansion that started 7 years ago a 'boom.'"

The decreasing rate of take-home pay of the past 3 years no doubt would be even worse if the figures also took into account steadily rising state and local sales and property taxes, all of which bite into purchasing power.

#### While They Suffer

While wage earners have been suffering, government statistics show that income in the form of interest payments on investments increased about a third more rapidly in 1967 than did wage-salary income. Since 1961, dividend income has grown some 30 per cent more rapidly than wage-salary income.

Even as the Administration and Congress toy with the idea of a surtax, there is still the question of whether purchasing power will continue to shrink in 1968. This depends upon a variety of imponderables—particularly whether inflation will worsen and whether billions of dollars will continue to be funneled into the Vietnam war effort.

Whatever the surtax proponents believe it will accomplish, if their predictions should prove true were it enacted, there is one certain reaction that would occur: Wage earners would be hit even harder in the pocketbook.

Most recently, Treasury Secretary Fowler, during the gold panic of mid-March, asserted the surtax increase was needed within 30 days "to preserve worldwide stability." Almost

simultaneously, the Senate Finance Committee in 2 votes defeated moves to attach the proposed increase to the House-passed excise tax extension bill.

The record shows that indeed "the boom has passed by" the wage earner. It is to be hoped that a future article will not be able to say that the wage earner has become the victim of the boom.

### Local 490 Wins NLRB Case

Agreeing with the trial examiner, the National Labor Relations Board ruled recently that a California fertilizer firm violated the Act by unlawfully refusing to bargain with Teamster Local 490 of Vallejo, Calif., by discharging 4 employees, and by unilaterally changing conditions of employment.

The examiner found that Welcome-American Fertilizer Co., and Welcome Fertilizer Co., of Dixon, Calif., constituted a single-integrated business enterprise. The firms make and sell fertilizers, weed killers, and insecticides.

In July, 1966, one of the employees contacted the Teamster local union after the workers were notified that their hours of work were going to be reduced. Meetings were then held at which the union secured authorization cards from all 8 service department employees.

#### Four Fired

In response to the union's request for recognition, the employer laid off 4 of the service department workers the next day because of "a seasonal decline in business." The union unsuccessfully sought to discuss the problem. Shortly afterward, all 8 workers established a picket line at the plant. Next, the company fired the remaining 4 workers.

#### Cease Order

The examiner found that the layoffs were not occasioned by a seasonal decline in business but by a desire to crush and suppress union organization of the workers.

The Board ordered the company to cease the unlawful conduct and offer reinstatement to the workers and make them whole for any losses suffered.

### Wins Sports Award



Al Jones (center), a member of Teamster Local 309 in Seattle, Wash., is shown receiving the Charles E. Sullivan Award for meritorious service to athletics over a long period of time. Congratulating him on the award are Adolph Cantalini (left), sponsor of the award, and Ron Santo, Chicago Cubs third baseman. The award represents one of the highest sports honors in the Northwest and is bestowed annually by the Puget Sound Sportswriters and Sportscasters. Jones has been instrumental in encouraging many youngsters to take up golf as a recreation.



## 'Faith' Probe

# Attack Launched Against NLRB As Subcommittee Opens Hearings

AN all-out assault on the National Labor Relations Board was launched quietly in a Senate hearing room as the month of March came to a close.

Masked with typical, flowery congressional language, the assault came in the form of a series of hearings scheduled by the Senate Subcommittee on Separation of Powers of the Committee of the Judiciary, March 26-28 and April 1-2, 8-9.

### "Faith"

The purpose of the hearings, said Sen. Sam Ervin (D-N.C.), chairman of the subcommittee, was to determine "how faithfully the NLRB and its sister agencies are administering the law enacted by Congress."

Helping Ervin to do the job were subcommittee members appointed by Senate Judiciary Committee Chairman Sen. James Eastland (D-Miss.)—himself the holder of a consistent anti-union voting record—nearly all of whom have unanimous records of voting "wrong" against measures sup-

ported by organized labor.

The line-up witnesses were slated to face included Sens. Everett Dirksen (R-Ill.), Roman Hruska (R-Neb.), John McClellan (D-Ark.), and the only subcommittee member holding a pro-union voting record, Quentin Burdick (D-N.D.).

### Anti NLRB Bills

Unstated in Chairman Ervin's announcement of the hearings was the fact that more than 2 dozen bills have been introduced in Congress to destroy the NLRB. The bills undoubtedly will serve as a hidden mirror to reflect the direction of questioning of witnesses.

All Ervin would say in this respect prior to the first session of testimony was:

"We shall rely upon witnesses not only to analyze the role of the Board in terms of the policies established by Congress, but also to suggest practical methods by which congressional and judicial oversight of this admin-

istrative agency and the others *can be improved.*" (Italics added.)

Among the witnesses there will certainly be those fresh from anti-union spoon feedings and armed with "improvements" to suggest so that the NLRB will be emasculated.

Ervin said the Board was selected as the first administrative agency to be examined because (1) it is responsible for a segment of public affairs which affects every employer and workingman, and (2) it has been the subject of persistent criticism from "friends as well as foes."

Besides witnesses from labor and management, the subcommittee has invited experts in administrative law, government officials, and a number of professors to appear.

Capitol Hill observers predicted that the first few days of hearings would subscribe to the "impartial spirit" in which Ervin said they would be conducted, but that toward the end of the sessions, hand-picked congressmen would come forth with fervent advocacies of their NLRB-busting proposals.

## Volunteer Teamsters



Serving as volunteer members of the ambulance crew for the Nesconset, Long Island, fire department are these Teamsters Union members. At the wheel of the ambulance is Bill Campioni, of Teamster Local 607. Standing are George and Charles Puko and Jim Burke, all of Teamsters Local 282. Burke notes that while some of the busiest roads on Long Island go through the Nesconset district, no one in need of an ambulance is ever refused.

## Lady Drivers Thank Teamsters

The following letter was received recently at the headquarters of the International Brotherhood of Teamsters:

Dear Sirs:

We are two young ladies (from Chicago, Ill.) and returned this week from a vacation during which we drove over 2,500 miles through the states of Louisiana, Texas, Oklahoma, Missouri, and Illinois. In every case when we needed directions, help, or road advice, the truckers were very helpful and courteous. Also, they lent a great deal of moral support when we did night driving.

At one point we ran into a bit of trouble on Route 66 with another car which was following us, and it certainly was great to know that the truckers were nearby to help if anything serious developed.

Again, we extend our thanks to all the truck drivers who aided us and want them to know how much we appreciated their efforts.

Sincerely,  
Dawn Ditzler  
Donna Timmons



## Death on the Job

# Congress Dawdles Despite Urgency Of Occupational Safety Measure

Despite the urgency of safeguards to improve industrial on-the-job safety, congressional subcommittees that have been taking testimony on the Administration-backed Occupational Safety and Health Act of 1968 show no sign of acting swiftly on the proposal.

This is in spite of graphic testimony by Labor Secretary W. Willard Wirtz who not only supplied grisly photos of work-caused accidents and deaths, but also testified that:

—When factories close around the nation each day, some 55 workmen are dead.

—Another 8,500 are disabled at the end of the work day.

—Still another 27,000 workers have suffered some type of injury by the end of their shift.

Wirtz displayed photographs for a Senate subcommittee to illustrate that there are segments of industry which clearly are not concerned about the safety of their workers.

### IBT Support

Supporting the proposed Act was the International Brotherhood of Teamsters as Carlos Moore, legislative director, noted in a letter to committee members that the necessity for the legislation was reflected by an analysis of work-injury rates prepared by the Bureau of Labor Statistics.

Moore said that while the Teamsters Union represents members employed in a wide and varied range of industry and business, "the basic area of our jurisdiction, the motor freight and warehousing industries, provides clearly the definite need for safety legislation."

He said statistics reveal that in 1965, motor-freight and warehousing workers had a frequency rate of 29.2 disabling work injuries per million man-hours worked. He added:

"This resulted in a severity rate of 1,672 days of disability for each million man-hours worked."

Moore pointed out that in other areas of Teamster jurisdiction, such as building and construction drivers, the rates of frequency and severity are even much higher.

The Teamsters Union, said Moore, knows from experience the misery and

human suffering brought about by on-the-job accidents, and the resultant economic consequences of loss of work, medical and hospital expenses. He concluded:

"We urge your favorable consideration in committee and final passage on the floor of the Occupational Safety and Health Act of 1968."

While the Labor Department, Teamsters, and other unions were urging favorable consideration of the bill, the traditional opponents of any kind of social legislation for years were working against it.

Representatives of the National Association of Manufacturers, the U. S. Chamber of Commerce, and the American Medical Association all lobbied against it.

The NAM and Chamber told a House hearing on the bill that employers are all for industrial safety and suggested it would be nice if workers paid more attention to safety rules. They insisted that the industrial

safety record today is much better than it was many years ago.

The Chamber went a step further and proposed that perhaps a "national dialogue" on safety would be more helpful than legislation. It also suggested that a national safety commission could be convened to "investigate and report."

In any case, said the Chamber, the problem should be approached "with all deliberate speed, but not with haste."

NAM spokesmen proclaimed that if there had to be legislation providing industrial safety regulation, that it would be better to have it enacted on a state-by-state basis because industry would rather deal with state officials.

This was somewhat the tack taken by the American Medical Association which took the position that state legislation would better cover safety on the job.

Behind congressional apathy is the dollar. The proposed Act would provide for federal assistance to states—up to 90 per cent—to set up safety programs. Congress, increasingly cost-conscious, instinctively draws back from any measures that would establish new expenditures of federal money.

### ● Ukiah Win

Teamster Local 980 in Santa Rosa, Calif., recently was chosen the bargaining representative by some 400 employees of the Masonite Corp., in Ukiah, Calif.

It was the third National Labor Relations Board election conducted at the plant in 6 years. Local 980 beat out the Pulp & Sulphite Workers Union by a substantial margin.

Playing prominent roles in the organizing campaign were Ken Gillie of Local 980, Bill Bombardier of Local 117, Frank Carolla of Local 856, and Herb Savacco of Local 860.

### ● Oil Drivers

A majority of petroleum drivers employed by Mobil Oil Corp., in Vernon, Calif., voted for representation by Teamster Local 986 of Los Angeles, Calif., in a recent National Labor Relations Board election.

M. E. Anderson, secretary-treasurer of Local 986, said 57 tanker and flat-bed drivers were eligible to vote in the mail referendum. The result was 32 votes for the Teamsters, 6 for an independent union, and 18 "no union" votes.

## In Service



Albert V. DiOrio, a member of Teamster Local 676 in Collingswood, N.J., recently enlisted in the air force and is now stationed at Lockbourne air force base in Ohio where he is a member of the air police.



Architect's drawing of 5-story "Teamsters City" shows what the \$2,500,000 structure being built by Teamster Local 705 in Chicago will look like when its completed.



## Urban Renewal

# Chicago Local Breaks Ground For 'Teamster City' Building

Ground was broken in Chicago recently for construction of "Teamster City," the first union-sponsored redevelopment project in an area made up of rapidly deteriorating slums.

Sponsoring the project of a \$2,500,000 five-story office building on a 2-block area is Teamster Local 705. Louis F. Peick, secretary-treasurer of the union, said the development is being financed by reserves in the pension fund covering the 21,000 members of Local 705.

General Vice President Frank E. Fitzsimmons headlined the notables on hand for the ground-breaking ceremony. He commented that the project was evidence of the Chicago Teamsters' continuing interest in the future of their city, and added:

"This building will be the symbol of the unity and strength of the Teamster movement in Chicago.

Also lending a hand at the ground-breaking was Chicago Mayor Richard J. Daley, a member of Teamster Local

734 incidentally, who paid tribute to Teamster vision in creating a place of beauty that would help stabilize the neighborhood.

International Vice President Ray Schoessling, president of Teamster Joint Council 25 in Chicago, also was on the shovel brigade.

Schoessling noted that the more than 2 dozen Teamster local unions in Chicago had offices in the community and predicted that "Teamster City" would expand into a center of union headquarters activity.

Other speakers included William A. Lee, president of the Chicago Federation of Labor and Industrial Union Council; William L. McFetridge, president of the Chicago Park District Board of Commissioners, and U.S. Rep. Roman C. Pucinski of Illinois.

Peick said the office building will occupy less than 10 per cent of the land now owned by Local 705. The local union's offices and health, wel-

fare and pension fund offices will occupy the top floor. Other Teamster affiliates and additional unions will rent space in the other 4 floors.

Construction is expected to be completed by early 1969. It will include a landscaped mall to connect the office building and a meeting hall. Part of the land space will be devoted to a garden containing sculpture and a decorative pool.

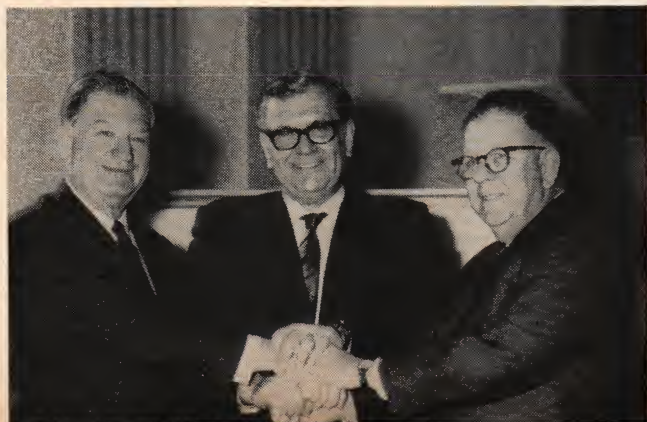
The building itself will have 13,000 square feet of space on each floor with conference rooms in the basement. A large parking area will be laid out.

Within a few blocks of "Teamster City" are the offices of numerous other local unions, including Teamsters, and also the Union Health Service, a labor-sponsored clinic serving more than 30,000 union members and their families.

Peick predicted the development of "Teamster City" will encourage other labor and community organizations to invest in the area.

Clasping hands in recognition of Teamster progress are (left to right): IBT Vice President Ray Schoessling, president of Teamster Joint Council 25 in Chicago; Louis F. Peick, secretary-treasurer of Teamster Local 705 which is putting up a new union center, and General Vice President Frank E. Fitzsimmons who played a prominent role in the ground-breaking ceremonies.

Among those taking part in ground-breaking for "Teamster City" in Chicago were: U.S. Rep. Roman C. Pucinski (far left); IBT Vice President Ray Schoessling; Frank Kratky, president of Teamster Local 705; Albert Taphorn (bending into his work), Local 705 business representative and pension fund trustee; General Vice President Frank E. Fitzsimmons; Louis F. Peick, chief executive officer of Local 705, and Chicago Mayor Richard J. Daley.





## DRIVE REPORT

# Senatorial Scoreboard

Check how your senator voted on certain key issues in the first session of the 90th Congress. The number above each issue corresponds with a brief description of the issue, what the vote was about and what the Teamster position was. A senator may claim he voted for a certain bill on final passage, but in most cases the key vote was on an amendment which would have seriously damaged a bill, or greatly improved it. It is for that reason these important votes are recorded here.

- R = Voted right or was paired right, for the Teamster position.  
W = Voted wrong or was paired wrong, against the Teamster position.  
— = Absent or not paired.  
\* = Elected after vote or issue.

### Vote Number 1

*Compulsory Arbitration—June 7, 1967*

**THE PROPOSAL**—Senator Yarborough's (D-Tex.) amendment impounding 10% of the railroad companies profits during the period workers could not strike during the railroad dispute. The feeling was it would have been an incentive to make the companies bargain in good faith and lead to a voluntary settlement.

The amendment was defeated 23-59.

### Vote Number 2

*Teacher Corps—August 2, 1967*

**THE PROPOSAL**—An amendment by Senator Morse (D-Ore.) to raise the appropriation to the level requested by the Administration to insure an effective program.

The amendment was rejected 43-45.

### Vote Number 3

*Election Reform—September 11, 1967*

**THE PROPOSAL**—An amendment by Senator Williams (R-Del.) to prohibit DRIVE or other labor-sponsored political organizations from giving voluntarily contributed dollars to endorsed candidates for congress. This amendment would have destroyed labor's political action programs.

The amendment was rejected 19-46.

### Vote Number 4

*Social Security—November 21, 1967*

**THE PROPOSAL**—An amendment by Senator Curtis (R-Neb.) to reduce benefits below that of the Senate Finance Committee's proposal.

It was rejected 22-58.

	1 Compulsory Arbitration	2 Teacher Corps	3 Election Reform	4 Social Security
<b>ALABAMA</b>				
Hill (D) .....	W	W	R	R
Sparkman (D) .....	W	W	R	—
<b>ALASKA</b>				
Bartlett (D) .....	—	W	R	R
Gruening (D) .....	—	—	R	R
<b>ARIZONA</b>				
Hayden (D) .....	—	W	R	R
Fannin (R) .....	W	—	W	W

	1 Compulsory Arbitration	2 Teacher Corps	3 Election Reform	4 Social Security
<b>ARKANSAS</b>				
Fulbright (D) .....	W	R	R	R
McClellan (D) .....	W	W	R	W
<b>CALIFORNIA</b>				
Kuchel (R) .....	W	R	R	W
Murphy (R) .....	W	W	W	—
<b>COLORADO</b>				
Allott (R) .....	W	W	R	W
Dominick (R) .....	W	W	R	W



# DRIVE

	1	2	3	4		1	2	3	4
	Compulsory Arbitration	Teacher Corps	Election Reform	Social Security		Compulsory Arbitration	Teacher Corps	Election Reform	Social Security
<b>CONNECTICUT</b>					<b>MISSISSIPPI</b>				
Dodd (D) .....	—	—	—	—	Eastland (D) .....	W	W	—	W
Ribicoff (D) .....	R	R	R	R	Stennis (D) .....	W	W	R	W
<b>DELAWARE</b>					<b>MISSOURI</b>				
Boggs (R) .....	W	W	W	W	Long, E. V. (D) .....	R	R	R	R
Williams, J. J. (R) .....	W	W	W	W	Symington (D) .....	R	R	—	R
<b>FLORIDA</b>					<b>MONTANA</b>				
Holland (D) .....	W	W	R	W	Mansfield (D) .....	W	W	—	R
Smathers (D) .....	W	W	—	R	Metcalf (D) .....	R	—	R	R
<b>GEORGIA</b>					<b>NEBRASKA</b>				
Russell (D) .....	W	W	—	R	Curtis (R) .....	W	W	W	W
Talmadge (D) .....	—	W	R	—	Hruska (R) .....	W	W	W	W
<b>HAWAII</b>					<b>NEVADA</b>				
Inouye (D) .....	—	R	—	R	Bible (D) .....	W	W	—	R
Fong (R) .....	W	R	W	—	Cannon (D) .....	R	W	R	—
<b>IDAHO</b>					<b>NEW HAMPSHIRE</b>				
Church (D) .....	R	R	—	R	McIntyre (D) .....	R	R	R	R
Jordan, L. B. (R) .....	W	W	W	W	Cotton (R) .....	W	W	W	R
<b>ILLINOIS</b>					<b>NEW JERSEY</b>				
Dirksen (R) .....	W	W	W	W	Williams, H. A. (D) .....	R	R	—	R
Percy (R) .....	W	R	—	W	Case (R) .....	R	R	W	R
<b>INDIANA</b>					<b>NEW MEXICO</b>				
Bayh (D) .....	W	—	R	R	Anderson (D) .....	W	—	—	R
Hartke (D) .....	—	R	—	R	Montoya (D) .....	R	R	—	R
<b>IOWA</b>					<b>NEW YORK</b>				
Hickenlooper (R) .....	W	W	W	W	Kennedy, R. F. (D) .....	R	R	R	R
Miller (R) .....	W	W	W	W	Javits (R) .....	W	R	R	R
<b>KANSAS</b>					<b>NORTH CAROLINA</b>				
Carlson (R) .....	W	W	W	W	Ervin (D) .....	W	W	R	R
Pearson (R) .....	W	W	R	W	Jordan, B. E. (D) .....	—	W	—	—
<b>KENTUCKY</b>					<b>NORTH DAKOTA</b>				
Cooper (R) .....	W	R	R	—	Burdick (D) .....	R	R	R	R
Morton (R) .....	W	W	—	W	Young, M. R. (R) .....	W	W	—	R
<b>LOUISIANA</b>					<b>OHIO</b>				
Ellender (D) .....	—	W	R	R	Lausche (D) .....	W	W	—	R
Long, R. B. (D) .....	W	W	R	R	Young, S. M. (D) .....	W	R	R	R
<b>MAINE</b>					<b>OKLAHOMA</b>				
Muskie (D) .....	W	R	—	R	Harris (D) .....	R	R	—	R
Smith (R) .....	W	W	W	R	Monroney (D) .....	W	W	R	R
<b>MARYLAND</b>					<b>OREGON</b>				
Brewster (D) .....	—	—	R	R	Morse (D) .....	W	R	—	R
Tydings (D) .....	W	R	—	R	Hatfield (R) .....	W	R	—	R
<b>MASSACHUSETTS</b>					<b>PENNSYLVANIA</b>				
Kennedy, E. M. (D) .....	R	R	R	R	Clark (D) .....	W	R	R	R
Brooke (R) .....	—	R	R	—	Scott (R) .....	W	R	R	R
<b>MICHIGAN</b>					<b>RHODE ISLAND</b>				
Hart (D) .....	—	R	—	R	Pastore (D) .....	W	R	—	R
Griffin (R) .....	W	R	R	R	Pell (D) .....	R	—	—	R
<b>MINNESOTA</b>					<b>SOUTH CAROLINA</b>				
McCarthy (D) .....	R	R	R	—	Hollings (D) .....	W	W	W	R
Mondale (D) .....	R	R	R	R	Thurmond (R) .....	W	W	W	W



	1 Compulsory Arbitration	2 Teacher Corps	3 Election Reform	4 Social Security
<b>SOUTH DAKOTA</b>				
McGovern (D) .....	R	R	R	R
Mundt (R) .....	W	W	W	—
<b>TENNESSEE</b>				
Gore (D) .....	R	R	R	R
Baker (R) .....	W	—	—	W
<b>TEXAS</b>				
Yarborough (D) .....	R	—	R	R
Tower (R) .....	—	W	W	—
<b>UTAH</b>				
Moss (D) .....	R	R	—	R
Bennett (R) .....	W	W	W	W
<b>VERMONT</b>				
Aiken (R) .....	—	R	R	R
Prouty (R) .....	W	R	R	R

	1 Compulsory Arbitration	2 Teacher Corps	3 Election Reform	4 Social Security
<b>VIRGINIA</b>				
Byrd, H. F. (D) .....	W	W	R	W
Spong (D) .....	W	W	R	W
<b>WASHINGTON</b>				
Jackson (D) .....	—	R	—	R
Magnuson (D) .....	R	R	—	R
<b>WEST VIRGINIA</b>				
Byrd, R. C. (D) .....	W	W	R	R
Randolph (D) .....	W	R	—	R
<b>WISCONSIN</b>				
Nelson (D) .....	—	R	R	R
Proxmire (D) .....	R	R	R	R
<b>WYOMING</b>				
McGee (D) .....	R	—	R	—
Hansen (R) .....	W	W	W	—

## Ethics Code Offered by House Unit

An 8-point code of ethics featuring a limited financial-disclosure requirement has been recommended to the House of Representatives by its Committee on Standards of Official Conduct.

The product of almost a year's work by a bi-partisan committee, the code, if finally approved, would apply to members, officials, and employees of the House.

The House committee report indirectly conceded that its proposal on conflict of interest wouldn't be a complete deterrent to any member seeking to sell his vote or influence.

### Common Sense

"Common sense," it said, "suggests that, if an outright bargaining of one's legislative influence could be contemplated, the same person would not hesitate to falsify any type of filing imposed upon him."

The code's filing provisions would require public disclosure of ownership of interests of \$5,000 or more in any business "doing a substantial business" with the government or subject to government regulation, or from which income of \$1,000 or more was received in the preceding year.

The interest of relatives or anyone else "constructively controlled" by the person filing also would have to be disclosed, as well as the name of any professional group from which \$1,000 or more was received and the source of any income in excess of \$5,000 for "services rendered."

## • 100% DRIVE

All the members of Teamster Local 577 employed at United Transport, Inc., Floydada, Tex., have joined DRIVE 100 per cent, according to E. J. Cherryhomes, secretary-treasurer of the Amarillo-based local union.

## Preparing for the Election



Josephine Hoffa (center), National President of DRIVE Ladies Auxiliaries and wife of Teamster General President James R. Hoffa, checks a proposed "Get the Members Registered" campaign to be implemented in one of the DRIVE auxiliary units. With Mrs. Hoffa is Pamela Montrose, and National DRIVE Director Carlos Moore. Miss Montrose is an administrative assistant to Moore.





# SPOTLIGHT ON *Legislation and Politics*



## • Announced Retirements

Five prominent members of the U.S. Senate have announced that they will not be candidates for reelection. They are Frank Carlson (R.-Kans); Bourke B. Hickenlooper (R.-Iowa); Lister Hill (D.-Ala.); Thurston B. Morton (R. Kn.); and George A. Smathers (D.-Fla.).

Twenty-two members of the House also have announced that they will not seek reelection.

## • Consumer Protection

Organized labor is supporting a proposed "'cooling off'" period in a bill that would give consumers a chance to withdraw from contracts signed with door-to-door salesmen be extended from one day to three days. The bill would also affect workers who purchase from salesmen who bring their wares to factory gates and sign workers up on the lunch hour.

## • Farm Labor

The right of farm workers to join labor unions, under the protection of the National Labor Relations Act—long demanded by organized labor—has passed its first major step. The House Education and Labor Committee has approved the labor-supported O'Hara bill by a 16 to 12 party-line vote with Democrats on the committee supporting the measure and Republicans opposing it.

## • Anti-Riot Bill Dangers

Michigan labor is seriously concerned that a number of 'anti-riot' bills introduced in the state legislature may actually be aimed at labor. A disturbing measure calls for heavy penalties for gatherings of five or more persons "acting in concept" to wrongfully engage in tumultuous or violent conduct and thereby intentionally or recklessly cause or create a serious risk of causing public terror or alarm. This, labor fears, could be used against labor unions by the anti-labor forces.

## • Gold Crisis

The House has narrowly voted approval to a bill which would remove the 'gold cover' for the nation's currency. Presently, about \$10.5 billion of the \$11.9 billion supply of government gold is 'frozen' to meet the requirement that 25 per cent of the nation's currency be backed up by gold. If the Senate acts, the government can allow expansion of the currency supply as needed; the foreign 'raid' on U.S. gold will be slowed down; and there will be relief to the U.S. balance of payments deficit.



**For  
Your**

# Information

## ● Credit Files and You

FBI men, Internal Revenue agents, and other government investigators have easy access to the credit files of 100 million Americans.

Testifying before a House subcommittee recently, John L. Safford, executive vice president of the Associated Credit Bureaus of America, Inc., acknowledged that most of the 2,000 members of his association give police and federal agencies an open door to private files "as a public service."

The testimony prompted Rep. Cornelius Gallagher (D-N.J.) and Rep. Benjamin Rosenthal (D-N.Y.), subcommittee members, to comment that the action of the credit bureaus may violate constitutional rights of those people whose files they control.

## ● National Production

Output of the nation's mines, factories and refineries increased during February to a rate 161.3 per cent of the 1957-59 average, according to the Federal Reserve Board.

In its regular monthly report, the Board noted: "Industrial production was unchanged in February. Manufacturing employment and the average workweek in manufacturing rose but the unemployment rate also rose. Retail sales increased further. Prices of industrial commodities continued sharply upward. Commercial bank credit, the money supply, and time and savings deposits increased..."

## ● White Collar Unionism

A federal survey shows that the number of white collar workers belonging to unions reached a record 2,744,000 in 1966—an increase of 159,000 from 1964.

The growth has been most notable since 1966. Most of the white collar gain has been among public employees. Altogether, white collar workers make up more than 14 per cent of total union membership.

## ● Labels and Packages

The Federal Trade Commission has issued its formal regulations implementing the 1966 Fair Packaging and Labeling Act.

The regulations cover identity of the commodity, net quantity of contents, name and place of business of the manufacturer, and number of servings or appropriate uses of the product.

Among other things, the regulations also prohibit misleading statements of net quantity, and, in the case of products weighing more than a pound, require a dual statement of net quantity in total ounces as well as pounds and ounces.

## ● Drug Conspiracy

Three major pharmaceutical companies were each fined \$150,000 by a federal judge recently for conspiring to control the manufacture, sale and distribution of certain antibiotic drugs.

The fines, now being appealed, were the maximum possible after a jury trial that lasted 10 weeks. The companies are American Cyanamid Co., Bristol-Myers Co., and Charles Pfizer & Co.

The government charged that the conspiracy covered more than \$1 billion worth of drugs in the period from 1953 to 1961. Prosecutors, in calling for the maximum fine, noted the "scope of the conspiracy and the price-fixing impact on the public."

## ● Profits and Costs

Corporate profits are climbing to all-time records partly because of rising costs but mainly because most industries have increased prices substantially more than the rise in labor costs, according to the *Wall Street Journal*.

A recent article in the business daily pointed out that in many industries higher prices, plus full utilization of capacity, will outweigh added costs arising from 1967's "hefty increases in wages and fringe benefits." In other words, many companies have hiked prices more than justified by cost increases.

Described as a "standout example" was the steel industry which posted price boosts in 1967 designed to yield an additional \$350 million in revenue—more than twice as much as the \$170 million in higher payroll costs that took effect last year.

## ● Transportation Week

President Johnson signed a proclamation setting the week of May 12th as National Transportation Week. He also designated Friday, May 17th, as National Transportation Day.

When signing the proclamation, the President noted that by 1985 the country will have some 75 million more people to transport. He said, "It will take the combined efforts of government—federal and local—and our private transportation industry to reverse the trend of serious traffic problems."

He added that "fast, safe and efficient transportation is indispensable to our future growth, the security of our nation, and the safety of our people."

## ● Auto Insurance

Transportation Secretary Alan S. Boyd testified before a Senate hearing on proposed reform of the auto insurance industry and said the current system has become "a national problem."

Boyd noted that of every dollar paid by motorists



for insurance coverage, only 50 cents is returned in the form of accident compensation.

The 50-cent figure contrasts with 97 cents on Social Security contributions, 93 cents on Blue Cross hospitalization premiums, and 83 cents on group accident and health insurance.

## ● Job Future

Labor Department experts estimate that between now and 1975, the overall workforce will grow to 89 million workers. The total now is less than 82 million.

Jobs in service fields, ranging from medicine to cooking, will soar 4 times as rapidly as jobs in transportation, public utilities or manufacturing.

Jobs in federal, state and local government are expected to climb almost 4 million—or nearly 40 per cent—during the period.

## ● Win Little, Lose Big

Preliminary reports from the National Labor Relations Board show that unions last year won 4,620 representation elections—about 60 per cent of all those held by the Board.

However, the average size of the new bargaining units won was 73 workers while the lost elections averaged 124 employees.

One special study of representation ballots at General Electric revealed that unions won 19 of 31 recent contests; but the victories covered only about 1,000 workers while the lost units totaled around 6,000.

## ● Furniture Price Hike

Wage earners shopping for furniture can expect to see a hike in the prices of such goods starting with June and July deliveries.

Wholesale furniture prices are slated to increase from 3 to 5 per cent in April wholesale market activity. Furniture manufacturers say the new increases are due to rising costs in materials.

The hike will be the second since last October when most leading producers at that time jumped their prices 3 to 5 per cent in anticipation of higher labor costs following the increased federal minimum wage that went into effect several months later (last February).

## ● Unwanted Genius

A recruiting firm specializing in business executives recently sent job resumes of 2 famous men who made their impact felt on America and the world to 18 companies—omitting the names of the men.

It was just as well that neither Albert Einstein or Thomas Jefferson were looking for jobs. Only 7 of the 18 firms indicated any interest in interviewing Einstein, and but 4 firms were interested in Jefferson.

## ● RTW Push in Oregon

"Right-to-Work" mercenaries are busy in Oregon where they are distributing petitions trying to get

48,000 signatures and thus get their proposal on the November ballot as a referendum.

The RTW advocates are unhappy, however, because Oregon Attorney General Robert Y. Thornton has titled the petition "a constitutional amendment to prohibit union security contracts."

## ● Teamster Organizing

Three of every 10 workers choosing unionism in National Labor Relations Board single-union representation elections last January decided to go Teamster.

The record shows 13,121 employees were eligible to vote in the single-union ballots won by all unions. The Teamsters gained 4,059—or better than 31 per cent—of the total.

Teamster affiliates participated in 125 of the 466 single-union ballots, better than 26 per cent, and won 62 of the 239 victories in such voting for a mark of 26 per cent.

## ● Federal Unionism

Some 45 per cent of all federal civilian workers are now represented by labor unions, according to the Civil Service Commission.

The total covered by various unions is 1,238,748. The Post Office Department has the largest number of workers covered by union representation with 608,833.

The commission said the figures do not refer to union members but reflect only the number of workers covered by union agreements.

## ● State Tax Hikes

Legislatures in 24 states are currently considering tax increase proposals totaling about \$1 billion, according to Tax Foundation, Inc.

If all the proposed tax hikes were passed, they would add an estimated 3.4 per cent to the 1967 total states' tax bill of \$32 billion.

Altogether, total new state tax levies and increases imposed in 1967 amounted to \$2.5 billion.

Presently some 10 states do not have a corporate income tax and 15 states do not have personal income tax levies.

## ● Exclusive Tax Gimmicks

A new report put out by a private organization that caters tax help to the very affluent is titled, "The Way Executives Cut Taxes," and advises methods of how to take advantage of tax loopholes and gimmicks.

Obviously of use only to people with a lot of money, the report contains the following headlines, among others:

"How to Reduce Tax on Personal Investment Income," "Club Dues and Spending that are Tax Deductible," "How to Buy Tax-Exempt Bonds," "Save Taxes Now with Gifts Effective at Death," "A Way to Give Stock Profits to Charity and Avoid the Tax," "A Way to Split Income with Your Children for Tax Savings," and many others.



# WHAT'S NEW?

## Plush In The Cab

Either the romance is coming into the driver's life or it's going out, depending on how you look at it, but the recent introduction of some attractive eyewash by a major truck manufacturer is backed up with hardware innovations that may really mean greater safety on the road, and less driver fatigue. The large-face instrument panel, which happens to be finished in simulated wood grain, places gauges where they are easy to read, and provides plenty of room on the curved surface for add-on instruments and devices, which now hang on where they can, sometimes posing a crash hazard.

Other special driver comfort features include a contoured seat, an extra two inches of height of the doors and windshield, and full insulation to control noise, fumes, and dust. Improved mechanical features include piano hinges on doors, and thicker floorboards, welded instead of bolted to the underbody. Overhead is a control board for all the circuit breakers, telltale lights and switches, aircraft-style. Optional extras are carpeting and padded doors.

The tilt hoods, the manufacturer says, can be raised easily without the need for hydraulic assist.

## Second Brakes

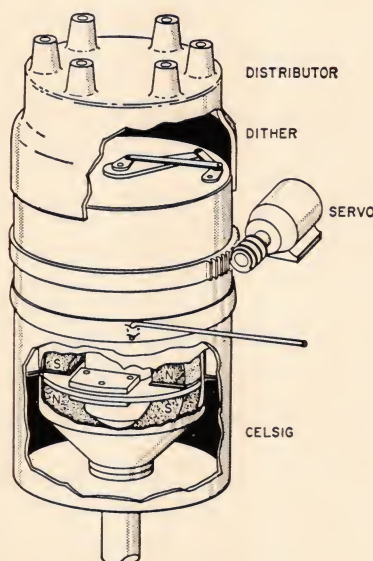
Taking power from wheels with a hydraulic pump unit that presses against the tire, this auxiliary brake system is claimed to help stop trailers on break-aways, provide high braking pressures for smooth retarding as well as positive stops, and be easy to install on existing braking systems. The system also provides a positive park pressure for the steepest grades. The maker claims emergency braking force twice that available with conventional units.

Each wheel can provide power, making multiple, independent braking systems possible. The firm also makes anti-skid mechanisms.

The hydraulic pump is a cam-driven two-cylinder unit, which provides oil

under pressures as high as 600 psi behind a floating piston that produces the braking pressure on the brakes. A cab control switch has positions for "off," "hold," "on," and there is a separate switch for parking.

The units can produce too much pressures even for the structural strength of brake drums. The units are throttled back to the materials strength of the rig they are installed on.



## Engine Optimizer

Have you ever wondered about how efficient the spark advance mechanism really is in spark ignition engines? As a general rule, they're not very accurately set, even when they come out of the factory brand-new. In the average family automobile, spark timing as much as 4 percent off the factory setting is not unusual, and the factory setting is between 5 and 10 degrees below optimum efficiency just to take care of the times when operating or engine conditions are at their worst.

If spark timing is off 10 degrees, power output and fuel consumption deteriorate some 4 percent. With timing 20 degrees off, the loss is 14 percent. Quite a loss. A driver who is averaging 12,000 miles a year in his family car can waste 80 gallons a year. Trucks travelling 100,000 miles annually, and getting about six miles to the gallon, could save as much as 1,670 gallons of fuel with the new optimizing device, the developer claims.

Not yet in manufacture, but in the process of being assigned to licensees, the new equipment uses a "celsig," or acceleration detecting mechanism, to signal changes in engine power output

to a small motor-driven spark advance-retard screw. In addition, a constantly "jiggling" device (the "dither") moves the spark or other engine control (injection timing, in the case of a diesel) 3 degrees either side of optimum 100 times a second. By providing this constant "jiggling," the mechanism makes faster response possible.

## Pressure Sensitive Signs

New self-adhesive, weather-proof Truck Door signs are offered in a choice of a round design or a rectangular design.

These signs are printed on pressure-sensitive vinyl or mylar, and eliminate the expense of Specialized Painting Labor and the cost in time for having trucks lettered, help get equipment rolling again in minutes. To apply, backing sheet is easily peeled off, and the sign then pressing into place. They are washable, won't wrinkle or buckle, and resist oils, solvents and acids. Special style lettering can be reproduced at no extra charge.

## Power Converter

This high capacity converter for producing 110 AC in vehicles mounts under the desk, and connects easily to the vehicles electrical system. Power output is sufficient to drive drills, saws, sanders, and almost any other type of electrical power tool that has a universal motor. The unit is also useful for charging dead batteries. It takes from 5 to 15 minutes for most. The unit has a built-in 12-volt light source, and large, precision voltage and amperage readout instruments which can be used for field troubleshooting of vehicle electrical systems.

*WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.*

*A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.*





# LAUGH LOAD

## He's Siberia-bound!

A Russian schoolteacher asked a schoolboy, "Who were the first humans on earth?"

"Adam and Eve," replied the student.

"And what nationality were they?" asked the teacher.

"Oh, they were Russians," answered the lad.

"Good, good! Now tell me how do we know they were Russians?"

"That's easy," said the boy. "They had no roof over their heads, no clothes on their backs, only one apple between them, and they called it paradise!"

## Here's Dennis Again!

A mother was having trouble with her five-year-old son using bad words. When he was invited to a playmate's birthday party his mother told her neighbor that, if her little boy used a bad word, he should be sent home at once as punishment. All dressed up, he set out for the party and, about ten minutes later, he was back in the house.

"All right" asked the mother, "What did you say that got you sent home?" To which the brat replied:

"That (blank-blank) party ain't until tomorrow!"

## Keep it Quiet!

"Who was that pretty little thing I saw you with last night?"

"Will you promise not to tell my wife?"

"Surely, I promise."

"Well, it was my wife."

## Whyizzit?

Why is it that everybody prefers the front of the bus, the middle of the road, and the back of the church?

## Sad Turn of Events

A driver we know, who plays the stock market, invested half of his savings in a paper towel company and the other half in a concern that makes revolving doors. Then the market broke and he was wiped out before he could turn around!

## It Pays To Advertise

A man named Carr who went into the used plumbing supply business had a "natural" for a sign over his place of business. It reads:

"Honest Carr, the Used John Dealer."

## Canny Chinese!

After an unusually good meal one evening, the superintendent of a large western trucking concern decided to give a raise to the veteran Chinese cook. Lim, noting the increase at his next payday, asked why.

"Because you've been such a good cook and faithful worker all these years" smilingly said the superintendent.

Lim replied with a scowl: "Ah-ha! All these years you've been cheating Lim!"

## The Bear's Den

The little girl was showing her playmate through the house and said: "This is daddy's den. Does your daddy have a den?"

"No, he doesn't" replied the playmate. "He growls all over the house!"

## In a Lighter Shade

There was this Spirit in New York that got lonely one night while haunting a Sutton Place mansion. So he got in touch with another Spirit busy haunting a Beverly Hills giltcovered split-level. They chatted for awhile and Spirits from Canada to Mexico listened in . . . it was a ghost-to-ghost hook-up!

## No Trade-in Value?

1st husband: "I just got a compact car for my wife."

2nd husband: "I wish I could make a trade like that!"

## Page Alfred Hitchcock!

A hearse, going down a steep hill, went out of control and turned over. The coffin and occupant flew out, bounced down the hill, slid across a streets and flew through the window of a drugstore. It continued to the rear where it upended against the prescription counter, the top flew off and the occupant sat up.

"May I help you?" politely asked the druggist.

"Yes" said the occupant. "Give me something to stop this coffin!"

## A Pest at Best

The little boy rushed into the drugstore and shouted: "Quick! Help! My father slipped on the ladder and is hanging from the edge of the roof!"

"What can I do?" asked the druggist.

"Put a new roll of film in my camera!" said the brat.

## How About Thursday?

A man who had been courting a girl for 10 years was asked why he didn't marry her. "Well" he replied, "I've been seeing her every Wednesday and Friday evening for ten years. If I marry her, I wouldn't have anywhere to go those evenings."

## Jigger Juggler

An old toper came walking into a doctor's office with his hands shaking like a leaf. "My dear man," said the doctor, "you must have been drinking a lot." The old man with a look of regret, said, "No doc, I spill half of it!"

## "Let's Be Honest!"

Husband and wife were quarreling about their relations.

"You haven't one good word to say about any of my relations!" the husband shouted.

"Oh, yes I have," she replied. "I like your mother-in-law better than mine."

## Logical Conclusion

Everything fascinated the little city girl on her first trip to a farm. But her enthusiasm knew no bounds when she spotted a little colt. "Look, Mama," she exclaimed, "a foreign horse."



# FIFTY YEARS AGO

in Our Magazine



VOL. XV

(From the April, 1918 issue of the TEAMSTER)

Number 4

## Germany Unmasked

*Signing of Treaty at Brest-Litovsk  
Last Month Signals Russian Sell-Out  
to Germany. Future of Nation Unclear*

**G**ERMAN imperialism has reached the first stage of realized ambition. The new peace treaty forced upon Russia detaches still other provinces, and condemns Russia to a still greater degree of economic poverty and isolation. It is, however, not merely territorial gain that provides the motive; it is the destruction of the revolution. To the far-seeing it has been clear for a year that free Russia and the autocratic Germany could not exist side by side. Every consideration of expediency and self-protection dictated to the Russians a continuance of war to the bitter end. Instead of that, their ignorant idealism made them believe that they had only to display their precious acquisition of liberty to induce the Germans to follow their example. They foolishly believed that even in Germany moral forces would triumph. The fanatics, who were allowed to maintain control, bared Russia's breast and dared Germany to strike. The knife has been

driven in to the hilt. Germany knows that there is a point in successful aggression at which she can safely abandon any moral gesture and rely upon German greed. Self-defense as her motive is supplanted by the desire of booty and rule. Naturally, the Germans fail to see all the consequences. Germany's conduct is doing more to strengthen our determination to hasten the only possible conclusion of the war, that can be accomplished by all the propagandist efforts combined. The only propaganda that will undermine German militarism is an intensification of suffering on the part of the people. It is clear at last that Germany has cast every moral consideration overboard.—The Public (New York).

## "Must-Work" Bill Signed

Trenton, N. J.—Governor Edge has signed a bill which provides for the compulsory employment of able-bodied male between the ages of 18 and 50 years. Violation of the law is punishable by a fine of not more than \$100 or imprisonment for not more than three months, or both. Claims of inability to obtain employ-

ment is no defense. If an individual is unable to obtain employment he must register with the state commissioner of labor, who has power to assign such individual to proper work. Persons so assigned shall receive compensation at the rate usually paid in that particular employment. Persons of wealth will be required to go to work,

## Your Income Taxes



**I**N comparison with the tax levied in England on incomes, our own income taxes are moderate, indeed. In England the tax on incomes of \$1,000 is 4½ per cent, in America nothing.

In England the tax on incomes of \$1,500 is 6¾ per cent; in America nothing for married men or heads of families, and 2 per cent on \$500 for an unmarried man.

In England the tax on an income of \$2,000 is 7½ per cent; in America nothing for a married man or head of a family, and 2 per cent on \$1,000 for unmarried men.

The English income tax rate also increases more rapidly with the growth of the income than ours, a \$3,000 income being taxed 14 per cent, \$5,000 16 per cent, \$10,000 20 per cent, and \$15,000 25 per cent, while our corresponding taxes for married men are respectively two-thirds of 1 per cent, 1½ per cent, 3½ per cent and 5 per cent, and only slightly more for the unmarried, due to the smaller amount exempted, the rate being the same.

if not employed in some useful occupation.

The act is to be put into operation by a governor's proclamation to the effect that he deems the measure necessary because of the war. In the event that a proclamation is not published, the legislation is not effective. Maryland and West Virginia have passed similar laws. In the latter State the Governor has appealed to the people to help enforce this act, which has been used by coal operators to break strikes.

## THE GREAT DUTY

As we go about our daily tasks in peace and safety, men are dying every minute on the battlefields of Europe to save civilization. Our own gallant soldiers are shedding their blood in France and our sailors engulfed in the waters of the Atlantic as they go in defense of America's rights and honor.

Upon our performance of the work committed to us depend the lives of thousands of men and women, the fate of many nations, the preservation of civilization and humanity itself; and the more efficient and prompt we people of America are in doing our part, the more quickly will this war come to an end and the greater the number of our soldiers and sailors who will be saved from death and suffering and the greater number of the people of other nations released from bondage and saved from death.

To work, to save, to economize, to give financial support to the Government is a duty of the nation and to the world and it is especially a duty to our fighting men who on land and sea are offering their lives for their country and their countrymen.

The union label is essentially an emblem of peace, both in suggestion and practice.



TO THE PUBLIC AND CONSUMERS:

PLEASE DON'T BUY

HOLLYWOOD  
CANDY



ARE YOU BUYING CANDY FROM AN UNFAIR  
MANUFACTURER AT ONE OF THESE PLACES?



VENDING MACHINES



SUPERMARKETS



NEIGHBORHOOD MOVIES

**Hollywood Brands, Inc.**, refuses to bargain with Teamster Local 50 even though its employees overwhelmingly voted for Teamster representation and even though the government has ordered it to bargain with Local 50. Some of the brands of candy manufactured by **Hollywood** are:

Big Pay—Big Time—Butter-Nut—Hollywood—Milk Shake—Pay Day—Polar—Snow King—  
Teddy Bear—X-Tafy Nut—Zero—Also: Combination specials—Sunday and Tuesday.